



# DECLARATION OF ETHICAL AND QUALITY STANDARDS



Glasmark Sp. z o.o. hereby confirms that our production processes and supply chain comply with international standards of responsible business. As a member of Sedex, we undergo regular external audits to guarantee safety and transparency for our Partners.

In December 2025, our facility successfully passed the SMETA 4-Pillar audit, verifying compliance in:



#### LABOUR STANDARDS

Fair employment and respect for human rights.



#### HEALTH & SAFETY

A safe and hygienic working environment.



#### ENVIRONMENT

Sustainable production management.



#### BUSINESS ETHICS

Transparency and integrity in the supply chain.

**ORGANIZATION:**  
Sedex

**COMPANY REFERENCE:**  
ZC1047916

**SITE REFERENCE:**  
ZS1017223

**AUDIT DATE:**  
December 2025

**AUDIT TYPE:**  
SMETA 4-Pillar