CORPORATE SOCIAL RESPONSIBILITY POLICY
(ISO 26000)

We use a Social Responsibility Management System according to ISO 26000. The aim is to create and maintain confidence in our responsible and ethical behaviour towards our employees and other stakeholders. We have adopted a corporate social responsibility policy with the motto:

> Our people - our employees and external workers visiting our plant - are of the greatest value to us!

We fulfil this basic motto by focussing on the following principles:

1. Standard Corporate Social Responsibility Management System

- The core values of the corporate social responsibility system are: responsibility to employees, transparency of conduct, ethical behaviour, consideration of all stakeholders' interests, respect for the legal system and international standards, and respect for human rights.
- The Corporate Social Responsibility Management System is an organic part of the overall management. The company is committed not only to complying with the Corporate Social Responsibility System, but also to constantly improving it.
- The Corporate Social Responsibility System is recorded in the company's management document system, which enables it to be inspected at any time.
- This Corporate Social Responsibility Policy is available to all company employees, as well as to the general public on our website.

2. Corporate Social Responsibility principles in relation to employees

- **Non-discrimination.** The company creates equal opportunities for all its employees, both in their recruitment and in their professional development. The rules for employment are the same for all employees without distinction and are not affected by race, gender, political affiliation, religion, personal relationships with supervisors or other similar facts.
- **Right to privacy.** The company protects the true privacy of its employees as much as possible. The company processes employee personal data in accordance with GDPR principles, including multi-level data protection in information systems.
- **Preventing forced labour.** The company will never use forced labour, such as prison labour.
- **Preventing child labour.** The company never uses child labour, and always respects the limits set by the Czech Legal Code.
- **Occupational Safety and Health** (OSH). The company has established a functional OSH system, which is staffed, materially equipped and includes a system of controls.
- **Suitable work environment.** In terms of the technologies used, the company creates and verifies the most suitable work environment in all premises.
- **Communication.** The company's management communicates effectively with employees, with the aim of making the company prosperous and meeting employees' legitimate demands. Communication takes place bilaterally - mainly via the provision of information by the company's

management and the management's reactions to the findings communicated personally to the employee as well as findings identified during work meetings, internal audits and inspections.

- **Working conditions and wages.** The company creates appropriate working conditions regarding the distribution of working hours, including compliance with overtime limits. It has a transparent wage system, ensuring a decent standard of living.
- **Employment contracts.** The company only hires employees on the basis of legally and ethically sound employment contracts and agreements.
- **Professional Development.** The company supports job-related training for employees, as well as education for their further career development. Other projects support creative improvement efforts.
- **Consideration for employees' personal lives.** When setting work and leave schedules, the company takes into account employees' interests in terms of workplace accessibility and rest.
- **Respect for employee dignity.** Employee dignity is an important value that is protected by ensuring that it is respected by every manager, and not compromised by other co-workers or managers.
- **Protection of whistleblowers.** The company will rigorously protect whistleblowers of suspected breaches of EU law. Complaints will be investigated and if suspicions are confirmed, immediate remedial action will be taken.

3. Corporate social responsibility principles in relation to the company's environment

- The company's corporate social responsibility principles are reflected in its contacts with customers in the areas of promotion, advertising, contracting, personal data protection and product provision.
- The company reflects the same corporate social responsibility principles in its contacts with its suppliers and promotes the general sharing of these principles within its supply chains.
- The company pays special attention to suppliers from high-risk areas, where there is a risk of human rights violations, inhumane working conditions and the possibility of using revenues from the sale of raw materials to finance armed conflict and terrorism. The company engages in legislative and other activities in this area, being, in particular:
  - conflict-free sourcing initiative (CFSI),
  - due diligence in the supply chain (under EU Regulation 2017/821),
  - chemical compliance with REACH, RoHS and CLP standards.
- The company also reflects the social responsibility principles in its relations with the state administration, the local public, competitors and environmental bodies and organisations.

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