

Sklopísek Střeleč, a. s. (hereinafter referred to as the Company) is committed to a responsible and transparent conduct in all areas of its activities. This Code of Ethics sets out the basic principles which guide our work, business relationships and our approach towards employees, customers, suppliers and the public.

## 1. Compliance with Laws and Internal Guidelines

All employees of the Company are obliged to comply with the applicable legal regulations and internal guidelines and to familiarise themselves with the Company's current strategy and goals.

## 2. Respect in the Work Environment and Forced Labour

Every employee of the Company has the right to respect and to equal opportunities regarding their personal development, regardless of race, religion, nationality, citizenship, gender, sexual orientation or disability. Discrimination, intimidation and abusive behaviour shall not be tolerated, same as any form of violence or harassment. The Company never tolerates forced labour, compulsory work, debt bondage, servitude and slavery or other similar working conditions. No employee may be forced (directly or indirectly) by threat of physical violence or psychological pressure.

## 3. Child Labour, Employment of Minors

The Company fundamentally does not tolerate use of child labour or any other form of children and minors abuse in the performance of work tasks. It is not possible to enter into employment relationships with persons younger than is possible under currently applicable legislation. Children and minors under the age of 18 enjoy special protection, in particular they may not be employed on night shifts or in dangerous conditions. All rules and procedures must comply with applicable Czech law and also meet the relevant provisions of the International Labour Organization standards.

## 4. Respect for the Company's Physical and Intellectual Property

All employees are required to protect against loss, destruction or damage of the Company's assets, such as land, buildings, industrial equipment, office equipment, products, material, supplies, fleet, etc. Equally, everybody who works for the Company is responsible for maintaining the confidentiality of legally protected sensitive information related to the Company, production processes, funds, costs, internal organization, and contracts with customers, suppliers, etc., even after the employment has ended.

## 5. Complaints, Suggestions and Whistleblowing

Every employee should use the internal options for settling any conflicting cases that employees may encounter during their work. The employee can file a complaint or point out circumstances from which it can be concluded that there has been a violation of legal or ethical standards and rules, by informing their superior, an employee of the personnel department, or the director of the Company.

In accordance with Act No. 171/2023 Coll. on the Protection of Whistleblowers, the Company has implemented an effective internal whistleblowing system. Employees can report any facts suggesting possible violation of ethical principles, discrimination, harassment, fraud etc. without a fear of retaliation from the side of the Company as an employer.

## 6. Adherence to the Conflict of Interest Policy

A conflict of interest occurs when, during the performance of work tasks, our personal interest or the interest of our related persons intersects with the interests of the Company. We must avoid these situations and be able to resolve them properly. In the event that a conflict occurs, or circumstances indicate the occurrence, it is necessary to report this fact to your superior, who will decide on the next course of action.

## 7. Adherence to the Policy on Gifts and Invitations

An employee undertakes not to accept gifts from the Company's business partners if they could influence the way the employee works, decides or understands his or hers work priorities, or if they are offered as consideration for the provision of special benefits within the framework of business activities. The Company consistently rejects any corrupt practices and in this regard is always ready to cooperate with state authorities that are focusing on such illegal activities.

## 8. Spreading the Good Name of the Company

All employees undertake to maintain loyalty to the Company and spread its good name not only when performing their work duties. On social networks and in the media, the employees are obliged to represent the Company with respect and responsibility and always try to avoid spreading unverified or misleading information about the Company.

## 9. Providing Information

Effective cooperation requires correct provision of information both within the Company and in relation to investors, business partners, and public and state institutions. Confidentiality must be maintained regarding internal Company matters that have not been disclosed to the public, even after employment has ended.

## 10. Occupational Health and Safety

The Company provides employees with a safe and hygienic working environment. Measures are taken to prevent injuries and accidents. Employees are regularly and provably trained in area of health and safety at work. Access to clean sanitary facilities, drinking water and hygienically clean areas for food storage is a matter of course. Every employee has the right and obligation to interrupt the work performed if the requirements for health and safety protection at work are not met. Every employee is obliged to report all incidents involving health damage or safety violations at the workplace.

## 11. Protection of the Environment

The Company strives for a constant decrease in the impact of its production and business activities on the environment. It invests significant resources in support of sustainable operations, uses effectively available natural resources and supports recycling. The Company places a great emphasis on the protection and careful use of water resources. It complies with all applicable regulations and cooperates with the Český ráj Protected Landscape Area.

## 12. Respect for Freedom of Association and the Right to Collective Bargaining

All employees have the right to join a trade union of their own choosing and bargain collectively. Workers' representatives are not discriminated against and have an access to fulfil their representative functions.