

Code of Conduct for Suppliers of Poliřské strojířny a.s.

1. Introduction

Poliřské strojířny values its business partners and believes in transparent and ethical cooperation. This Code of Conduct for Suppliers sets out the expectations of Poliřské strojířny regarding its suppliers and subcontractors in the areas of ethics, working conditions, environmental protection, and legal compliance. This Code follows the Ethical and Anti-Corruption Code of the STV INVEST Group.

It is a document that establishes basic moral principles, rules of conduct, our values, and the respect with which we interact with all affected parties and employees of individual companies, our business partners, customers, public authorities, and the public.

2. Ethical Conduct

Suppliers are required to:

- **Comply with Laws:** Suppliers must fully adhere to all applicable laws, regulations, and rules.
- **Transparency and Integrity:** All business dealings must be conducted transparently, with a high level of integrity, and free from any form of corruption, fraud, or unethical behavior.
- **Conflict of Interest:** Suppliers should identify and report any conflicts of interest that could affect their business relationship with Poliřské strojířny.

Protection of Confidential Information: Suppliers must protect the confidential information of Poliřské strojířny and may not use or disclose it without prior written consent.

3. Working Conditions

Suppliers are required to:

- **Respect Human Rights:** Suppliers must respect the human rights of all employees and ensure that working conditions are fair and humane.
- **Prohibition of Forced and Child Labor:** Suppliers must not use forced labor, human trafficking, or employ children in violation of applicable laws and international standards.
- **Ensure Safety and Health:** Suppliers must provide a safe and healthy working environment for their employees, including training and protective measures.

Non-Discrimination: Employees must not be discriminated against based on gender, race, religion, age, health status, sexual orientation, or other protected characteristics.

4. Environmental Protection

Suppliers are required to:

- **Environmental Responsibility:** Suppliers must minimize the negative impact of their activities on the environment and comply with all applicable environmental laws and regulations.



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- **Resource Conservation and Waste Reduction:** Suppliers should actively work on reducing resource consumption, energy use, and waste production.
- **Chemicals and hazardous materials:** Suppliers must handle chemicals and hazardous materials properly to avoid harm to the environment or human health.

5. Compliance with Laws

Suppliers are required to:

- **Adhere to All Applicable Laws and Regulations:** Suppliers must ensure that their activities and products comply with all relevant laws and standards, including those related to consumer protection, product safety, labor practices, and environmental protection.
- **Ensure Compliance in the Supply Chain:** Suppliers must ensure that their subcontractors also adhere to this Code of Conduct.

6. Final Provisions

Suppliers are required to regularly review their procedures and activities to ensure compliance with this Code. In case of any questions or need for clarification, suppliers may contact the designated person at Poliřské strojířny. Failure to comply with this Code may result in the termination of the business relationship with Poliřské strojířny.