

Code of ethics for suppliers - Josef Škrkoň - Techplast , as

The company Josef Škrkoň-Techplast , as transfers requirements in the supply chain from its customers to its suppliers within the framework of social policy and ethics, the environment, occupational safety, information security and energy management.

The company Josef Škrkoň-Techplast , as is fully aware of its responsibility towards customers, suppliers and other interested parties in the areas of social policy.

The company Josef Škrkoň-Techplast , as places great emphasis on the values of integrity and justice for all places in the supply chain.

Principles for fulfilling social policy:

1. **Legislation** - The Supplier complies with the laws, decrees and regulations based on the legislation of the respective countries in which it operates and develops its business activities.
2. **Corruption and Bribery** - Supplier does not admit or tolerate any forms of corruption, disloyalty or embezzlement. During its activities, it does not unlawfully affect the acceptance of gifts or other benefits.
3. **Child labor** - The contractor strictly adheres to all United Nations human or children's rights regulations. It ensures that the minimum age is respected and that there is an appropriate form of employment activity for minors, such as hard work and work in difficult working conditions. At the same time, it ensures compliance with legislative requirements.
4. **Respect for fundamental human rights and freedoms and the application of equal opportunities** - The supplier complies with the conditions based on national legislation for the fundamental rights and freedoms of employees. In accordance with the legislation, it will prevent any form of forced labor and discrimination based on gender, age, ethnicity, religion, sexual orientation or disability.
5. **Wages and benefits** - The supplier respects the set conditions in the area of its wage policy. It does not favor employees in any way if they perform the same work in the same quality and time.
6. **Working hours** - The supplier complies with the requirements for maximum working hours according to legislation, including breaks.
7. **Health and safety** - The supplier ensures compliance with safety and health at work and oversees the use of personal protective equipment. It takes care of improving the working environment.
8. **Freedom of association and collective bargaining** - The supplier does not prevent his employees from participating in the form of improvements in the areas of occupational safety, the environment, information security, etc.
9. **Information security - personal data protection - privacy protection** - The Supplier protects the personal data of its employees and other interested parties in accordance with applicable legislation. It will secure all sensitive data and accesses against cyber and terrorist attacks.
10. **Conflict of interest** - The supplier avoids circumstances that could lead to a conflict of interest of its representatives in relation to the company's business partners or competitors.
11. **Whistleblowing - Protection of whistleblowers** - The supplier has an internal system for the protection of whistleblowers who, in a justified case with some degree of protection, can report illegitimate, unethical or illegal workplace practices that would harm the company, employees, customers or other stakeholders.
12. **Environmental protection** - The supplier improves its processes in the field of sustainable development for the environment in all defined areas.

Greenhouse gas emissions - The supplier monitors and seeks tools to reduce the carbon footprint of the environment. It involves its employees or other stakeholders in the solution.

Energy management - The supplier is looking for opportunities to save the types of energy used, including the possibility of using renewable energy sources.

Water quality - The supplier seeks savings in water consumption within its technologies and eliminates possible emissions to water management.

Air quality - The supplier eliminates air emissions within its technologies.

Waste management - Within its technologies, the supplier is looking for opportunities to further use the generated waste and emphasizes proper waste sorting.

Chemical management - The supplier uses and manages chemicals under REACH, in accordance with applicable legislation.

- 13. Export and Import** - The supplier complies with applicable import and export control laws. In particular, sanctions, embargoes and other laws, regulations and principles for the management of electronic data interchange and delivery of goods.

The Code of Ethics for the Company's Supplier Josef Škrkoň - Techplast , as is located on the company's website in its current version, at: [www: techplast.cz](http://www.techplast.cz) in the "Documents" tab.