

Code of Ethics

Kovoprojekta Brno a.s. keeps the principles of human rights, labour, the environment and the fight against corruption. Kovoprojekta Brno a.s. supports the ten principles of the UN Global Compact initiative and incorporates these principles into the company's strategy, culture and daily activities.

PRINCIPLES:

Human rights

Principle 1: Businesses should support and respect the protection of internationally recognised human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights violations.

Kovoprojekta Brno a.s. supports and respects the protection of internationally proclaimed human rights and ensures that the company does not participate in human rights violations.

Work

Principle 3: Businesses should respect freedom of association and effective recognition of the right to bargain together.

Principle 4: Businesses should support the elimination of all forms of forced labour.

Principle 5: Businesses should support the effective elimination of child labour.

Principle 6: Businesses should support the elimination of discrimination in relation to employment and occupation.

Kovoprojekta Brno a.s. is committed to creating a non-discriminatory working environment for its employees and guarantees freedom of association without any exceptions in the areas of employment. The right to collective bargaining is recognized and respected in the company.

The company strongly rejects and does not support any form of slavery and modern slavery. Modern slavery includes any form of abuse, exploitation, forced labour and human rights violations. The company is committed to complying with all laws and international standards regarding human rights.

The company keeps the principles based on the company's core values regarding the eradication of child labour. The company is committed to strictly complying with all relevant laws and international standards regarding child labour and does not encourage any form of child labour use or abuse. The employment of young people takes place exclusively as part of the training and personal development of young workers and always in accordance with local laws and on the basis of the adoption of all necessary protective measures.

Environment

Principle 7: Businesses should support a preventive protection attitude towards environmental changes.

Principle 8: Businesses should take the initiative to promote greater environmental responsibility.

Principle 9: Businesses should support the development and spread of environmentally friendly technologies.

The company has announced an Environmental Protection Policy, the aim of which is to minimize the impact of our processes and way of doing business on the environment. The principles of the Environmental Protection Policy are also followed by the company when selecting suppliers.

Fighting corruption

Principle 10: Businesses should fight against corruption in all its forms, including extortion and bribery.

The SM 107 Code of Business Ethics defines clear rules and regulations concerning giving and receiving gifts, and every employee is obliged to follow them. The company is ready to investigate and clarify all cases of reporting suspected corruption. The company also takes measures to prevent any attempts to use the company as a means of financing terrorism or money laundering.