

Supplier Code of Ethics

Kovoprojekta Brno a.s. keeps the principles of human rights, labour, environment, occupational safety, fire protection and the fight against corruption. This Supplier Code of Ethics defines the minimum requirements for our suppliers to operate in accordance with our policies and in full compliance with all applicable local and international laws and regulations. The rules and principles set out in this Code apply to the complete supply chain, i.e. suppliers of suppliers at any stage. Our direct suppliers are obliged to ensure that their suppliers respect the rules and principles set out in this Code.

Working Conditions

- **Forced labour**

We expect our suppliers to prohibit forced labour in all its forms (including involuntary prisoner labour).

- **Child labour and young workers**

Our suppliers must not use child labour or any work that would deprive a child of his or her childhood, potential, dignity or that would be detrimental to his or her physical or mental health.

- **Freedom of association and collective bargaining**

Our suppliers are obliged to respect the statutory rights of employees to defend their interests, to associate, to bargain collectively or to engage in employee organizations, including labour unions.

- **Non-discrimination**

Our suppliers must treat employees with dignity and respect and provide a work environment free from harassment and abuse.

- **Workplace environment**

Our suppliers must provide their employees with a safe and healthy working environment that takes into account their overall health and well-being and respects all applicable standards.

- **Disaster protection**

Our suppliers are required to identify and assess risks and be prepared for emergencies. Suppliers must regularly train their employees in disaster protection.

- **Human rights**

Our suppliers are obliged to promote and respect protection of internationally proclaimed human rights and ensure that they are not complicit in human rights violations.

Our suppliers are required not to discriminate against applicants in recruitment and employment because of their race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, sexual identity, marital status, pregnancy, political opinion, or disability. All employees must be treated equally and with respect.

Business Ethics

- **Sanction**

Our suppliers are not allowed to do business or deal with a sanctioned country, group, organization or individual.

- **Corruption, extortion and bribery**

Our suppliers are required to comply with all anti-corruption laws that prohibit bribery or other corrupt practices to obtain or keep business or to gain any improper advantage.

- **Competition and antitrust**

Our suppliers are obliged to respect the rules of free and fair competition in all business relationships, in particular not to intervene against any competition and/or antitrust law.

- **Conflict of interests**

Our suppliers will avoid all conflicts of interest when working with us and will operate in complete transparency.

- **Whistleblowing and whistleblower protection**

Our suppliers must have clear policies and procedures so that employees can report suspected illegal activities in their workplaces without being punished or fired.

- **Counterfeit products and parts**

Our suppliers must refrain from purchasing materials and equipment from unauthorized manufacturers and suppliers. All their purchases must be traceable: they must keep purchase orders, delivery notes, certificates of conformity, and other documentation for the required period.

- **Use of private or public security forces**

Our suppliers will not provide direct or indirect support to public or private law enforcement agencies that abuse their powers or act illegally.

Environment

We require our suppliers to operate and develop their businesses with respect to the environment. Suppliers are expected to operate a business or trade in an environmentally friendly manner. Suppliers are obliged to have procedures in place to identify, monitor and assess environmental impacts to enable continuous improvement of environmental performance.

- **Protection of soil, water, forests and biodiversity**

We expect our suppliers to decarbonise by optimising their operations and business processes, switching to low-carbon and renewable energy sources. They should operate their facilities in a way that reduces resource consumption and emissions to the environment.

- **Emissions and energy efficiency**

We expect our affected suppliers to regularly monitor and document their energy consumption and greenhouse gas emissions.

- **Renewable energy and carbon emissions**

Our suppliers should minimise their environmental impact and carbon footprint by ensuring that environmental sustainability is an integral part of all their operations.

- **Water consumption**

We expect our affected suppliers to conserve water resources and to monitor and reduce water consumption.

- **Air quality**

We require our affected suppliers to monitor emissions into the atmosphere and use the best available technologies to reduce emissions.

- **Resources and waste management**

We expect our affected suppliers to optimise their resource and waste management. They continuously minimize environmental pollution by managing waste, wastewater in accordance with the best available techniques.

- **Responsible management of chemicals**

We require our suppliers to identify and manage chemicals to ensure they are safely handled, stored, used, recycled and disposed of.

- **Reduction of noise emissions**

Our suppliers must comply with all local, regional and national regulations regarding noise emissions.

- **Animal rights**

Our suppliers are obliged to declare their commitment to the protection of animal rights and to set principles for their activities and behaviour in relation to animals.

Brno, 22/03/2024