

Ethical Code of PLAKOR CZECH s.r.o.

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1. Key Values

The Ethical Code of PLAKOR CZECH s.r.o. aims to summarize the principles and values of the company into a coherent whole. We expect that both employees and our business partners and other entities will honor and abide by the principles outlined herein. PLAKOR CZECH s.r.o. firmly stands against:

- Discrimination in any form
- Child and forced labor
- Corruption and money laundering

PLAKOR CZECH s.r.o. commits to:

- Treating every employee and business partner or other entity with respect and dignity.
- Providing its employees with a clean and safe working environment and supplying them with all personal protective equipment (PPE) they need for their work.
- Handling personal or confidential data of employees, business partners, or other entities with utmost caution and in accordance with applicable legislation.
- Allowing its employees to organize.
- Continuously striving to minimize negative impacts on the environment.

- Not collaborating with business partners where there is suspicion of human rights violations, corrupt practices, or any other unlawful conduct.
- Adhering to all principles of fair competition.
- Fulfilling its commitments to customers with the highest possible quality and in a timely manner.
- Being transparent in all business practices.

PLAKOR CZECH s.r.o. expects its employees to:

- Represent the company and strive to build its good reputation.
- Adhere to all workplace safety principles.
- Not accept gifts of any kind.
- Report any violations of the principles arising from this code.

WE CREATE PLAKOR!

2. Human Rights, Equality, and Diversity

A fundamental pillar of our corporate culture is respecting the human rights of all our employees and partners. We are committed to ensuring that every individual is equally respected in the workplace regardless of gender, age, race, religion, orientation, or any other personal characteristic. We condemn any form of discrimination, exploitation, and forced labor. We support diversity and inclusion, as we believe that diverse teams contribute to a better working environment for all employees.

We ensure that all our activities comply with international human rights standards and labor law regulations. Any non-compliance or violation of these rights, whether discrimination, harassment, or any other forms of unethical behavior, must be reported immediately. This way, we can collectively ensure a safe and respectful environment for all employees. Reporting these incidents is not only a legal obligation but also a manifestation of solidarity and support for our colleagues. Our company is committed to protecting each individual and creating a culture of trust, where everyone feels free and safe to express their concerns.

3. Ethical Leadership

Ethical leadership is a fundamental principle that shapes our company's culture. Our leaders are committed to acting in accordance with the highest standards of ethics and integrity, thereby serving as role models for other employees. We promote open communication and transparency in decision-making processes, which enhances trust and collaboration within teams. We emphasize responsibility and fairness, recognizing that our decisions affect not only our employees but also the wider community. We support a culture of open communication where employees can freely express their opinions, concerns, and suggest improvements.

4. Employee Representation

Our company respects the rights of employees to organize, participate in trade unions, and be represented in workplace matters. We support constructive dialogue between employees and company management and recognize the importance of social dialogue. Every employee has the opportunity to be represented in discussions concerning their working conditions, rights, and obligations.

The company commits to cooperating with legitimate employee representatives, considering their opinions, and actively seeking solutions that align with the best interests of all parties. Employee representation occurs in accordance with applicable laws and principles of fair treatment.

5. Fair Competition

Our employees are required to act with honesty and transparency concerning our competitors, customers, and suppliers. We do not support any practices that could disrupt market competition, such as collusion, abuse of market dominance, or misleading advertising. Every employee is responsible for adhering to this ethical standard and reporting any suspicions of violations of fair competition principles. Our goal is to create an environment that promotes ethical competition, ensures fair business practices, and strengthens trust between us and our business partners.

6. Import and Export Control

We commit to complying with all applicable regulations and rules regarding import and export, including those concerning trade sanctions and customs regulations. Before initiating any international transaction, we conduct thorough assessments to ensure that our operations comply with laws, international directives, and regulations, and that there are no violations of human rights.

7. Prohibition of Corruption and Money Laundering

We commit to zero tolerance for corruption and money laundering in all aspects of our business operations. We require our business partners to unequivocally reject and prevent any form of corruption, including so-called "facilitation payments" (payments for expediting routine administrative actions).

Business partners must ensure that their employees, subcontractors, and representatives do not provide or offer bribes, unacceptable gifts, or other illegitimate payments and benefits to customers, officials, or other third parties, nor should they accept such payments. Within our corporate culture, we strive to promote transparency, accountability, and integrity. Every employee is obligated to report any suspicions of corruption or money laundering, through both internal channels and external mechanisms, where appropriate.

To minimize the risk that gifts or benefits will be perceived as bribes, the following principles must be adhered to:

1. Gifts or other benefits must not be provided with the intent to influence the recipient's judgment or conduct.

2. Gifts and benefits must be reasonable in value and frequency to prevent misuse.
 3. All gifts and benefits must be provided openly and transparently to avoid suspicion of unethical conduct.
 4. Gifts and benefits must not be provided at inappropriate times that could give the impression of unethical or illegal conduct.
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8. Occupational Health and Safety

Our goal is to ensure a safe and healthy working environment that minimizes the risk of workplace injuries and occupational diseases. We emphasize not only compliance with legal obligations but also preventive measures, regular training, and programs aimed at supporting both physical and mental health.

Every employee is obligated to adhere to safety regulations and standards. By taking a responsible approach to their work, they protect not only themselves but also their colleagues. Everyone should be attentive to their surroundings and promptly report any faults, potential hazards, or situations that could threaten health and safety.

In the event of any issues, it is advisable to report the fault to a supervisor or responsible personnel in the area of health and safety (OHS) so that necessary measures can be taken. If possible and without endangering your health, it is advisable to attempt immediate elimination of the risk.

9. IT Security

Adherence to IT security principles is critical for protecting our customers, partners, and the company itself. Every employee is responsible for using company technologies safely, protecting confidential information, and following security procedures. Non-compliance with IT security principles, such as unauthorized access to systems, sharing sensitive information, or careless handling of company data, will not be tolerated. If an employee discovers a violation or threat to IT security, they must report it immediately. Data protection is the responsibility of us all. We adopt technical and organizational measures to ensure the security of personal data and protect it from unauthorized access, loss, or damage.

10. Data Protection

In our company, we take the protection of personal data very seriously and ensure the privacy of our employees, customers, and business partners. We collect, process, and store personal data only in accordance with applicable legal regulations, particularly the GDPR (General Data Protection Regulation) and Act No. 110/2019 on the processing of personal data. Every employee has an obligation to handle personal data with the highest level of caution and to ensure their protection.

11. Environmental Responsibility

We believe that responsible business can and should align with environmental protection. Our commitment includes thorough recycling of waste, optimizing logistics, and implementing innovative solutions that minimize the ecological impact of our activities. We strive to reduce our carbon footprint not only within our operations but also during the logistics and transportation of materials.

Compliance with environmental protection regulations is considered a basic standard. We ensure strict adherence to regulations regarding emissions, energy consumption, and waste disposal. We recognize that any violation of these regulations could seriously damage our standing in the eyes of customers, business partners, and the public. Above all, it signifies a deviation from our commitment to a responsible and sustainable approach to nature.

Our employees play a key role in achieving these goals. Each of us can contribute to environmental protection by following internal policies, responsibly using resources, and working carefully with tools and energy. At the same time, no employee should be indifferent to situations that may lead to environmental pollution. If anyone notices an activity or event that could negatively impact nature, it is their duty to report it immediately.

12. Community Support

We believe that the success of a company should go hand in hand with a positive impact on society. Through volunteer activities, partnerships with local organizations, and initiatives focused on sustainable development, we support education and social inclusion.

13. Reporting Mechanisms, Whistleblowing

Whistleblowing is a tool for maintaining integrity and ethical conduct. Employees who observe any actions contrary to our ethical principles or the law are obligated to report this fact.

Reports containing suspicions of violations of these principles can be sent electronically to schrank

14. Violations of the Ethical Code

Any conduct that violates this Code of Ethics will not be tolerated. This rule applies not only to our employees, but also to our business partners, suppliers, and all third parties with whom we work. We expect everyone involved in our business activities to act in accordance with our ethical standards and principles.

Furthermore, we do not engage in transactions with countries, regions, or individuals subject to export restrictions or economic sanctions.

Any violation of these rules will be taken very seriously and may result in disciplinary action, termination of cooperation, or legal action. If a business partner demonstrates that it has taken immediate and effective measures to prevent similar violations in the future, we may consider alternative measures instead of standard sanctions. Our goal is to maintain a working environment based on trust, responsibility, and integrity.