

These Code of Conduct define the principles and rules of MATEX PM, which it adheres to and which it requires from its business partners with reasonable effort. Compliance with these Code of Conduct is essential in terms of responsibility towards other people and the environment.

The Business Partner hereby declares that it is aware of its obligations in the following areas and complies with these obligations:

● **Compliance with legal regulations**

- complies with applicable legal legislation

● **Respect for human rights**

- supports equal opportunities and equal treatment of employees, respects the personal dignity and privacy of each individual
- does not tolerate any discrimination (based on job title, skin color, ethnic or social origin, nationality, disability, sexual orientation, worldview, religion, gender or age)
- does not tolerate forced labor
- does not tolerate sexual and personal harassment or bullying, nor sexually harassing, offensive, intrusive, exploitative or otherwise threatening behavior (including gestures, speech and physical contact)
- provides fair remuneration for work and guarantees the legal minimum wage in the given country
- complies with the maximum working hours set by law in each country

● **Prohibition of child labor**

- does not employ workers who cannot prove the minimum age set by the applicable legislation in the country

● **Employee health and safety**

- takes responsibility for the health and safety of its employees
- limits risks and takes preventive measures against occupational accidents and diseases
- ensures the creation and implementation of an OHS and PO management system and provides all employees with training not only in this area, but also other training to consolidate or improve the skills that employees need to perform their work.

● **Environmental protection**

- acts in accordance with legal and international standards related to environmental protection
- minimizes environmental impact and works to improve its protection



- **Supply chain**

- requires compliance with these principles of conduct from its suppliers with reasonable efforts
- does not tolerate discrimination in the selection of suppliers

- **Prohibition of corruption and bribery**

- does not tolerate any form of corruption or bribery and does not directly or indirectly participate in any form of corruption or bribery

- **Fair competition, antitrust laws and intellectual property rights**

- acts in accordance with relevant national and international regulations and does not participate in fixing prices, market or customer allocations, market sharing or collusion with other competitors in tenders and takes care of the intellectual property rights of others

- **Conflict of interest**

- avoids any conflict of interest that could could adversely affect business relations.

Ing. Tomáš Nužik

CEO, MATEX PM, s.r.o.