

Attn. suppliers to ČZ a.s.
and to its subsidiaries

Your letter / from

Our Reference
033/2023

Settled by / line

Strakonice
1.12.2023

Dear business partners,

with regard to the fact that our company is committed to delegate specific additional requirements, set by its customers, to its subcontractors, we hereby inform you about such requirements and ask you to accept them.

The supplier's basic obligations are:

- to run a business in accordance with the local law (working hours, wages and benefits, prevent from modern slavery and child labour, freedom of association e.g. Trade Unions),
- to avoid a conflict of interests and a corruption, extortion and bribery,
- to avoid a discrimination on the grounds of racial origin, skin colour, sex, nationality, age, marital status, political affiliation,
- to accept employee's participation in the Trade Unions, to comply with the local labour and social rules,
- to prohibit the employment of children,
- to implement sustainable management of resources and to reduce waste actively,
- to protect water resources, prevent from any pollution of water resources,
- to decrease consumption of energies and water,
- to prevent from any air pollution,
- to implement policies for reduction of GHC emissions, to ensure energy efficiency and to support renewable energy according to the Resolution of the European Parliament of 14.03.2019 on climate change
- to maintain health and safety of all employees as well as health and safety of persons influencing mutual business relationships,
- to obtain GDPR regulations, privacy and data protection,
- to ensure fair competition and anti-trust policy,
- to avoid an environmental damage,
- to perform a continuous improvement, to avoid repeating mistakes and to prevent the problems,

Headquarters:
Sluneční náměstí č.p. 2540/5
158 00 Prag 5
Tel.: +420 235 090 211
Fax: +420 251 611 166

Bank account:
80092360/0300
VAT CZ25181432
IBAN CZ79 0300 1713 6002 1280 0923
SWIFT: CEKOCZPP

Production site:
Tovární č.p. 202
386 15 Strakonice
www.czas.cz
e-mail: czas@czas.cz



- to communicate with a customer, to prevent an escalation or production stop at the customer's site,
- to avoid using an incoming material from conflict countries,
- to avoid using health hazardous substances,
- to do everything for customer satisfaction.
- to set rules for whistleblowing and protection against retaliation

Thank you for cooperation and compliance with above mentioned requirements.
Should you have any question, please contact your business partner in ČZ.

.....
ČZ a.s.

Přemysl Papež, Commercial Director



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