

## Code of Conduct - ČZ a.s.

With regard to the fact that our company is committed to delegate specific additional requirements, set by its customers, we hereby confirm such requirements and their acceptance.

### Our basic obligations are:

- to run a business in accordance with the local law,
- to avoid a conflict of interests and a corruption,
- 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 maintain health and safety of all employees as well as health and safety of persons influencing mutual business relationships,
- to avoid an environmental damage,
- to perform a continuous improvement, to avoid repeating mistakes and to prevent the problems,
- 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.

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ČZ a.s.  
Přemysl Papež  
Commercial Director

  
