

The objective of the Code of Ethics is to define the minimum requirements for ethical and correct behaviour and corporate culture principles in everyday life of the Company, which are binding for all employees of JC-Metal s.r.o. The Code of Ethics also characterises the level of relation of the Company to its business partners, co-workers and the public.

## **JC-Metal s.r.o. undertakes to follow these rules of conduct:**

### **Expected Behaviour**

- All regular and managing employees, including the Company Management, contribute to creating the corporate culture, characterised by a fair and friendly cooperation and responsible and fair conduct.
- JC-Metal s.r.o. expects all employees to behave in a way that contributes to a positive working atmosphere. Individual personality and dignity shall be respected at all times. The managing employees contribute to that considerably. The managing employees create a working environment that enables an open exchange of ideas and mutual trust thanks to their open approach to employees.
- The Company strives to talk about the problems in the workplace openly and look for resolutions. Work relations may develop positively only thanks to openness, tolerance and fairness. The Company Management promotes such a working environment.
- All the employees and the Company Management are aware that they represent the Company with their behaviour and create its image as perceived by the public. It is expected that all employees respect the rules of polite and respectful behaviour towards suppliers, customers and other external entities that have a business relation with the Company.
- Every employee of the Company makes sure that their public conduct does not harm the good name of the Company and acts accordingly when fulfilling their tasks.

### **Creating a Favourable Business Environment**

- Act freely in competition within internationally recognised rules of fair trade.
- Create an atmosphere of trust and correctness by the attitude and conduct in business relations.
- Dissociate from any provision of advantages or rewards to potential customers, public authorities or other representatives of such authorities that are not in compliance with the law or with good business manners.

### **Fulfilling Legal Requirements as Ethical Minimum**

- Consider adherence to the law as the basic prerequisite for creating a favourable business environment.
- Create an image of the Company and its business based on responsibility, trustworthiness, reliability and legal conduct.
- Consistently fulfil concluded contracts, arrangements and liabilities.
- Consider payment behaviour to be the axis of business relations and the base for a healthy business environment.

## **Production Quality and Environmental Accomplishment of Objectives**

- Develop and offer products and services in the required quality, safety and friendly to the environment and health.
- Implement the policy of continuous improvement in all measures taken to protect health, safety and the environment with the aim to achieve more favourable parameters than stipulated by valid legal standards.
- Achieve prosperity based on principles of sustainable development and encourage a preventive approach to the protection of the environment.
- Provide maximum guarantee of the quality of our products and services.

## **Employee Relations**

- Pay attention to a respectable employer atmosphere, respect to employees, their awareness, fair remuneration, increasing qualifications, occupational health and safety.
- Pay attention to a respectable employee atmosphere, reject any discrimination contradicting the law and interpersonal relations.
- Accept employee gatherings and respect their right to collective negotiations.
- Encourage rational improvements of the living and working environment of the Company employees.
- Lead employees to fair conduct, politeness and personal responsibility.

## **Anti-Corruption Measures**

- Actively oppose corruption in all forms, including bribes and blackmail.
- Provide education to employees in the area of business ethics and anti-corruption measures.
- Protect whistle-blowers of corrupt behaviour and positive motivation of employees in detecting corrupt conduct in the Company.