

Code of Ethics

Management of the Social Responsibility System

The Code of Ethics is a collection of core company principles and values that are binding for all employees and external staff of our Company.

The pillars of the LUKOV Plast Code of Ethics include:

- Compliance with the laws of the respective country
- Respect and trust towards superiors and colleagues
- Maximum accommodation towards customers and interested parties
- Confidentiality of inside Information
- Acting in the interest of the Company and its good reputation
- Respect for the environment

Behaviour of Company Employees

All employees are obliged to comply with the laws of the country in which they perform their work.

Employees are obliged to behave honestly and in accordance with generally accepted moral and cultural principles in the place where they are currently located.

Employees are obliged to respect their superiors and colleagues and to observe the principles of mutual trust.

Employees must remember that the customer always comes first and their satisfaction is more important than immediate profit. If an employee cannot resolve a customer's concern on the spot, they must immediately inform their superior.

Human Rights

The Company adheres to the Charter of Fundamental Rights and Freedoms. All forms of slavery are forbidden. Any form of forced labour is prohibited, including child labour. Youth and minor work is only permitted within the framework of local labour law.

Discrimination, mobbing or sexual harassment are prohibited in the Company. Prohibited harassment is unwanted behaviour, whether verbal, physical or visual, that offends or demeans any person or group of people. The Company offers equal opportunities to all employees, treats everyone equally, regardless of gender, age, skin colour, culture, ethnicity, sexual identity, disability, religion and others.

No one's privacy or family life should be arbitrarily violated. No one may be subjected to attacks on their honour and reputation.

The Company protects the personal data of employees, customers, suppliers and others.

All workers must have a safe and healthy workplace that complies with all local laws and applicable health and safety standards. Workers must be rewarded with wages, perquisites and benefits that are competitive and comply with local laws. Hours of operation must comply with local laws.

Workers can communicate openly with management about working conditions without fear of reprisal or intimidation. Freedom of association and the right to collective bargaining are respected. Workers' representatives are not discriminated against and are allowed to carry out their representative function in the workplace without reprisal.

Compliance with Laws, Conflict of Interest

The Company is committed to acting in a financially responsible manner, collecting all records in accordance with applicable laws and making this information available when required.

Employees are prohibited from misusing their position for their own personal interests or the interests of third parties, misusing things, facilities and know-how for their own private use. It is also forbidden to secretly, for example, through third parties, enter into business relationships between parties.

All information that is not officially disclosed is considered confidential. All information about the operation of the Company is only provided to external bodies by an authorised employee of the Company.

The Company undertakes to apply whistle-blower protection.

A stranger who attempts corruption must be warned of the unacceptability of such behaviour and, if they do not comply, all dealings with them must be severed.

Environment

Environmental protection, climate protection and the efficient use of resources are key objectives of the Company. All employees must carry out their work in a way that protects the legitimate interests of the employer while protecting the environment. All mandatory legal requirements and generally accepted moral principles of the respective country must be duly and timely complied with.

Purchasing Policy

Company employees must not accept gifts that go beyond normal expressions of courtesy or gratitude. Gifts or other forms of benefits exceeding CZK 1,000 in value are considered inappropriate and must not be accepted. If for any reason the gift cannot be refused, the employee is obliged to hand it over to the secretariat of the General Manager or their superior. Business lunches and similar gatherings must not exceed a level appropriate to the employee's position and the importance of the subject being discussed, and must be approved by the supervisor.

The Company does not enter into anti-competitive agreements with competitors, suppliers or customers. It is forbidden to abuse one's own market position in order to illegally influence the market.

The Company complies with all regulations restricting the import and export of goods and services, for example, due to imposed economic sanctions.

We support the protection of know-how, patents, copyrights and other forms of intellectual property, both of the Company itself and of our business partners and customers. In the event that counterfeit parts, materials or goods are identified, the Company will proceed in accordance with local laws.

These principles are binding on all Company employees and their violation may be considered a breach of labour discipline and grounds for disciplinary action or termination of employment.

All employees are obliged to familiarise themselves with these principles.

Management welcomes the reporting of violations of the above principles through an official procedure, i.e., reporting to a supervisor at any level up to the General Manager. Complaints of any kind can also be submitted anonymously via the CODE OF ETHICS box. The box is located in the central corridor leading to the production area and is solely controlled by the General Manager.

Prepared by: Ing. Tomáš Lukeš

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Approved by: Ing. Vlastimil Lukeš

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