

# CODE OF CONDUCT /EN/

## FORLIT a.s

Our company has adopted the mission of creating and providing value in the form of environmentally friendly products. We value our customers, business partners, employees, and civil society and responsibly strive to conduct business in accordance with universally recognized ethical and moral principles and guidelines. The application of these principles and guidelines forms an integral part of our business and contributes to shaping the good reputation of FORLIT a.s.

### **corporate values**

**FORLIT a.s.** recognizes and applies the following corporate values in its activities:

- Honesty, integrity, and fairness in dealings,
- Personal and group responsibility,
- Compliance with rules,
- Customer orientation,
- Respect and recognition for all our partners, employees, business partners, intermediaries, representatives of professional and interest associations, and civil society,
- Ethical Working Conditions,
- Quality of outputs,
- Loyalty,
- Teamwork,
- Good interpersonal relationships,
- Protection of human health and the environment,
- Continuous improvement, personal and group growth.

These corporate values represent the core of the company culture of FORLIT a.s.

### **business and work ethics**

Every representative of FORLIT a.s., whether an employee or a person acting on its behalf, respects and complies with applicable laws and universally recognized ethical and moral principles and guidelines. Every representative acting directly or indirectly on behalf of the company acts to defend the interests and good reputation of the company and responsibly fulfills its commitments.

### **conflict of interest**

FORLIT a.s. does not permit conflicts of interest. Every representative of the company prevents and avoids situations that could lead to a conflict between their personal interests and those of the company. No representative of the company demands, accepts, or provides any payment, personal gift, or other personal benefit that could be considered an influence on the company's business transactions. No representative of the company enters into business transactions with companies in which they have an ownership interest or hold positions in their statutory bodies, nor do they engage in the same fields of activity as FORLIT a.s.

### **trade secrets and confidential information**

FORLIT a.s. respects and adheres to the rules of protecting trade secrets and confidential information. Any facts subject to information protection can be communicated to third parties only in accordance with applicable laws and the company's internal rules, and exclusively through representatives authorized to do so. The company also does not permit the use of protected information for personal benefit, both outside and within the company. The obligation to maintain confidentiality about protected facts continues even after the employment relationship or contractual relationship with other representatives of the company has ended.

Protected facts include:

- Any facts related to the company's business (commercial and contractual, technological and production, or financial),
- The company's know-how,
- Information about employees and representatives of the company, customers, suppliers, and other business partners of the company,
- Information related to individuals (personal data, including performance evaluation data and salary data).

The company respects and adheres to intellectual property rights, copyrights, and trademarks.

### **fair competition**

FORLIT a.s. respects and adheres to the rules of fair and open competition. Every representative of the company, through their actions, protects the rules of fair and open competition and prevents and avoids situations leading to their violation.

### **documentation of business transactions**

FORLIT a.s. respects and adheres to the principle of transparency in its business. All company business transactions are fully and clearly documented in accordance with applicable laws and the company's internal methodologies. The company does not permit the distortion or withholding of any records of its business, nor records subject to reporting obligations to government authorities.

### **relations with employees**

FORLIT, a.s values its employees, shows them respect and recognition, and takes all necessary measures to maintain their dignity and protect their health. It ensures their access to information, fair remuneration, and opportunities for professional development.

The company honors and adheres to the principle of equal opportunities and does not tolerate any form of discrimination in hiring, work performance, or working conditions. Discrimination based on race, religion, beliefs, gender, marital or parental status, age, political affiliation, nationality, disability, health condition, sexual orientation, or any other grounds is strictly prohibited. The company also does not tolerate coercion, harassment (including sexual harassment), humiliation, or any behavior that undermines the dignity of employees.

The company respects and adheres to the principles of safety and health protection. In all activities related to safety and health protection, the company complies with applicable legal regulations and focuses on minimizing safety and health risks while fostering a positive and hygienic work environment.

Unless restricted by legal limitations, all employees, including contractual and externally provided workers, are entitled to the same rights and social benefits. Employees have the right to freely associate, engage in collective bargaining, and work in an environment free from harassment, discrimination, or coercion.

The company rejects child labor and forced labor in all its activities. It is committed to complying with international standards, such as the Convention on the Rights of the Child and the principles of the International Labour Organization (ILO), and requires the same from its business partners.

The company strictly rejects any form of forced or compulsory labor. It ensures that its activities and supply chains do not threaten human rights and regularly monitors working conditions. The company prioritizes the preservation of dignity, freedom of choice in employment, and fair conditions for all its employees and collaborators.

An ethical approach and zero tolerance for exploitation are fundamental to the corporate culture of the company.

### **binding nature of the code and violations**

The company's Code of Conduct expresses the company's policy, which is binding for all its representatives. The company attaches great importance to the rules of the Code of Conduct. Every representative of the company is obliged to follow the rules of the Code. Violation of the Code may be considered a breach of work discipline or contractual conditions, with the consequences arising from such violations; in particularly severe cases, actions contrary to the Code may lead to criminal liability. In the interest of protecting the company's good reputation, it is necessary to point out violations of the Code if they occur, so that appropriate steps can be taken to remedy the damage and prevent recurrence. Knowingly concealing information about violations of the Code is also considered a violation of the Code.

In case of doubts about the compliance of one's own actions or the actions of others with the Code of Conduct, or doubts about a situation that deviates from normal conditions, the respective representative should contact their supervisor or, through their supervisor, the responsible company authority (management), which will take a position on the specific case and decide on further action.

### **responsibility of managers**

Managers of FORLIT a.s. are role models of moral and ethical qualities for other employees and company representatives. Through their actions, they set an example for employees and company representatives, act as advisors and helpers in matters related to the ethical and moral principles and guidelines presented in this Code of Conduct. Managers explain the significance of the Code and lead all employees and company representatives to comply with it.

### **escalation**

Any violations of the rules set forth in this Code, including the section on ethics, can be reported by the employee to their supervisor or to the director's secretariat. All suggestions will be discussed at the company management, where a commission ensuring fair discussion and subsequent remediation is established for the purpose of compliance with the Code. The commission has three members: the chairman of the board, the production director, and the head of economics.

**commitment to compliance with ROHS and REACH**

Our company is committed to responsible and sustainable business practices. As part of this commitment, we purchase and use only products and materials that comply with the criteria of the ROHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) directives. This ensures that our activities have minimal negative impact on the environment and human health. Our suppliers are required to adhere to the same standards and demonstrate compliance with these directives.

In Rohatec 8.1.2024

Ing. Martin Juraščík, PhD  
Chairman of the Board