

Code of Conduct for Linaset Suppliers

This Code of Conduct defines the basic requirements placed on Linaset' suppliers of goods and services in named areas. **By signing the contract, the supplier declares he knows all his responsibilities in following areas:**

Legal compliance of the relevant norms and laws

- o to comply with the relevant laws, prescriptions and regulations;

Quality and safety

- o to ensure that all goods and services will be delivered with contractually agreed quality and safety, and will be safe for all of their intended usage;

Prohibition of corruption and bribery

- o to tolerate no form of corruption or bribery;
- o to prevent possible conflict of interests;

Respect for the basic human rights of employees, no discrimination and harassment

- o to prevent the conscious use of forced labor, as well as all forms of modern slavery and human trafficking
- o to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- o to respect the personal dignity, privacy and rights of each individual;
- o to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- o to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- o to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- o to comply with the maximum number of working hours laid down in the applicable laws;
- o to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Health and safety of employees

- o to use suitable system of management, preferably with the certification according to the international form ISO 45001;
- o to take responsibility for the health and safety of its employees;
- o to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- o to provide training and ensure that employees are educated in health and safety issues.

Environmental protection

- to use suitable system of management, preferably with the certification according to the international form ISO 14001;
- in all activities and throughout the life cycle of products and services
 - to prevent the impacts on the environment or to limit them to the minimum;
 - to prevent the production of waste and prioritize the reuse of the resources;
 - to ensure recycling or safe and ecological liquidation of residue waste;
 - consistently improve the protection of the environment.
- to follow required lawful norms and international standards including REACH and RoHS;
- to comply with applicable conflict minerals laws.

Prohibition of child labor

- child labor is prohibited;
- the minimum age for hiring must be complied with the state regulations;
- when there are no regulations, the Convention C138 of the International Labour Organisation (ILO) will be used.

Supply chain

- to respect the rules of free economy and to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- to follow valid legal provisions
 - for import and export of goods, services and information;
 - against money laundering;
 - for protection of private information.
- to follow rules of protecting sensitive information;
- to require compliance with the content of the "Code of Conduct" from its suppliers with reasonable efforts;

Alois Bečica, Business Director

Budišov nad Budišovkou, 1.6.2023

**For supplier:**

Name and Position in the Company, Company's Address:

Date and Signature: