

## CORPORATE SOCIAL RESPONSIBILITY POLICY

To ensure the Corporate Social Responsibility Policy, the company management is committed to:

- Fulfill all mandatory obligations, create and control conditions for fulfilling obligations
- Adhere to the Employee Code of Ethics, manage and motivate all employees to conform to it
- Establish more detailed rules for compliance with the Code of Ethics
- Guarantee adequate protection for employees who escalate incidents that violate the Code of Ethics.
- Oppose corruption in all its forms, including bribery and extortion in employment and business relations.
- Use the principles of continuous improvement in all processes related to social responsibility.
- Develop rules for achieving fair remuneration for employees and recognize their right of collective bargaining
- Allow anonymous communication (Employees satisfaction survey, trust boxes).
- If the employee does not trust the anonymous method of communication, it is possible to arrange a personal meeting with the Company's Chairman of the Board of Directors.
- Ensure occupational safety, fire protection. Maintain emergency preparedness and rules for handling non-conformities and accidents.
- Take care of environment. Increase energy efficiency and produce less waste.
- Regularly familiarize employees with the Corporate social responsibility policy and The Code of ethics

## EMPLOYEE CODE OF ETHICS

The following principles of the Code of Ethics are binding on all LINASET, a.s. employees who shall:

- Promote, respect and comply with internationally recognized human rights.
- Refuse all forms of forced labor and child labor. Take that into account in business relations.
- Treat all persons, groups or societies without discrimination or stereotyping.
- Carry out product development, manufacturing and marketing activities with honesty and without risk to consumers.
- Deal with customers, suppliers and other stakeholders without corruption, fairly and honestly.
- Carry out activities with regard to environmental protection and occupational safety.
- Avoid conflicts of interest.
- Prevent or report concealment of the origin, ownership or destination of ill-gotten money. Prevent disguising ill-gotten money within legitimate activities.
- Prevent infringement of intellectual property rights. Collect, process and store the data and information in a way they cannot be misused by third parties for business and other purposes. Comply with GDPR rules.

**Each employee is obliged to escalate incidents against the IMS Policy to his/her manager. If he/she does not have confidence in the matter, he/she can escalate the incident to higher level, in extreme cases up to the level of the Chairman of the Board of Directors or use trust boxes.**

Updated in Budišov nad Budišovkou on 6 April 2023.

**Jan Čep**

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Director General

Management Representative for IMS