

LITOSTROJ GROUP

CODE OF CONDUCT AND ETHICS



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GROUP

1. Introduction

Litostroj Group is committed to upholding the highest standards of business ethics and conduct. All our processes and activities are based on honesty, integrity, transparency, and compliance with the law. Our goal is to establish a working environment that encourages innovation, responsibility, and sustainable development. This Code defines the key values we follow and guides our employees in responsible and ethical conduct.

2. Our Employees

Employees are our most valuable asset. Litostroj Group ensures an inclusive, fair, and non-discriminatory work environment that fosters diversity and equal opportunities for all. In recruitment and advancement, we focus on the professional skills and potential of individuals, while respecting all legal frameworks and ethical standards.

How?

- Employees have the right to a safe and respectful work environment.
- Discrimination or harassment is not allowed and must be reported immediately.
- All employees must act professionally, ethically, and in accordance with this Code.

3. Protection of Human Rights

Litostroj Group is committed to respecting and promoting human rights in all aspects of its operations. We strongly oppose forced labor, child labor, and any form of discrimination.

Our commitments include:

- Creating a safe and dignified work environment.
- Compliance with legislation and international human rights standards.
- Rigorous screening of suppliers and business partners to ensure compliance with our principles.

4. Our Partners

In selecting and collaborating with business partners, we seek those who share our values of ethics, sustainability, and environmental responsibility. Together, we strive to build responsible and long-term relationships that support sustainable business practices.

How?

- We evaluate business partners based on their commitment to ethical conduct.
- We require and expect contract partners to adhere to the Supplier Code of Conduct.
- We avoid doing business with suppliers involved in unethical or illegal practices.

5. Sustainable Business Practices

We are committed to sustainable development and responsible management of natural resources. Our sustainability initiatives include reducing our environmental footprint, improving energy efficiency, and supporting the circular economy.

Our goals include:

- Investing in technologies and processes to reduce environmental impact.
- Increasing awareness among employees and partners about sustainable practices.
- Accurate reporting on environmental data and implementing decarbonization measures.

6. Confidentiality and Data Protection

Litostroj Group ensures compliance with all legal requirements related to data protection. We respect the confidentiality of personal and business information and ensure its safe handling.

How?

- We use data only for the purposes for which it was obtained.
- We ensure data security with restricted access and appropriate protection.
- We comply with all applicable regulations, including GDPR legislation for companies based in the EU.

7. Occupational health and Safety

We are committed to ensuring a safe and healthy work environment for all our employees and partners. We take care to implement appropriate safety measures and prevent accidents and illnesses in the workplace.

Our commitments include:

- Regular safety checks and training for employees.
- The use of protective equipment and adherence to safety procedures.
- Monitoring and reducing risks in the workplace.

8. Fair Competition

We are committed to complying with all laws and regulations governing fair competition. We operate in accordance with international regulations to ensure free competition and fair business practices.

How?

- We do not engage in unlawful agreements with other companies regarding prices or terms of business.
- We respect competition laws and report any potential violations.
- We avoid disclosing confidential information that could affect the company's competitiveness.

9. Application of the Code

Every employee in the Litostroj Group is responsible for understanding and complying with this Code. Leadership positions carry the additional responsibility of ensuring that employees adhere to these guidelines and act in accordance with our values.

Litostroj Group Code of Conduct is the foundation of our business practices. Companies within the Litostroj Group are committed to meeting the highest standards in all our activities.

10. Effective Date

This Code becomes effective on January 6, 2025.