KOVOHUTĚ Příbram

CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY **QUESTIONNAIRE**

This questionnaire is the main tool we use to evaluate our business partners in the area of social responsibility and sustainability. The results of this survey directly influence the outcome of the annual evaluation and approval process for business partners.

Link to the Code of Conduct for Business Partners:
https://www.kovopb.cz/en/about-company/code-of-conduct/

This questionnaire is used to verify whether business partners comply with the principles set out in the Code of Conduct for Business Partners. Please complete all questions carefully and provide the necessary documentation to support your answers.

Introductory provisions

1. Company name: . . . . . .
2. Company address: . . . . . .
3. Contact person: . . . . . .
4. E-mail and telephone: . . . . . .
5. Date of completion of the questionnaire: . . . . . .
6. Type of commodity supplied: . . . . . .

Have you signed the Code of Conduct for Business Partners of the company Kovohutě Příbram nástupnická a.s.?

YES ☐ / NO ☐

Důvody:

- NO - I was not asked
- Please tell us the reason for your refusal to sign the Code of Conduct for Business Partners of the company Kovohutě Příbram nástupnická a.s.:

1. Compliance with laws and regulations

1.1. Do you confirm that all activities carried out by your company comply with the applicable laws and regulations in your country of operation?

YES ☐ / NO ☐

1.2. Does your company provide fair remuneration and can it guarantee the legal minimum wage in the country where you do business?

YES ☐ / NO ☐

1.3. Does your company provide regular training in occupational health and safety, fire protection and other health and safety rules?

YES ☐ / NO ☐

2. Working conditions

2.1. Are you certified to EN ISO 45001?

YES ☐ (If Yes, please attach a valid certificate) / NO ☐

2.2. Does your company provide safe and healthy working conditions for all employees?

YES ☐ / NO ☐

2.3. Are there behavioural principles in your company that prevent discrimination (Code of conduct)?

YES ☐ (If Yes, can you provide us with a copy?) / NO ☐

2.4. Does your company comply with the minimum age of employees set by law?

YES ☐ / NO ☐

2.5. Does your company use forced or involuntary labour?

YES ☐ / NO ☐

2.6. Does your company have a trade union?

YES ☐ / NO ☐

3. Ethical business practices

3.1. Does your company have its own internal code of conduct for ethical business practices?

YES ☐ / NO ☐

3.2. Does your company avoid conflicts of interest?

YES ☐ / NO ☐

3.3. How your company protects confidential information?

☐ Standard
☐ Policy
☐ Internal regulations
☐ Other

3.4. Does your company have policies in place against corruption and bribery?

YES ☐ (Guideline, Code...) / NO ☐

3.5. Does your company have a Whistleblowing system in place?

☐ YES – we have a system in place, and every employee is familiar with the system
☐ YES – we have it in place, but employees are not familiar with it
☐ Ne – we do not have it in place, but we plan to implement it within 1 year
☐ Ne – we do not have it in place and we are not going to implement it

4. Environmental protection and sustainability

4.1. Is your company certified to EN ISO 14001?

☐ YES (If Yes, please attach a valid certificate) / ☐ Ne

4.2. Does your company comply with all applicable environmental laws and regulations?

YES ☐ / NO ☐

4.3. Does your company have a strategy in place to reduce its carbon footprint?

YES ☐ / NO ☐

4.4. How does your company monitor and reduce emissions?

| Please provide details:

4.5. What measures your company has put in place to minimise waste production?

| Please provide details:

4.6. How your company manages sustainable water, energy, emissions?

| Please provide details:

5. Conflict Minerals according to the Regulation EU 2017/821

5.1. Are you affected by the EU Conflict Minerals Regulation 2017/821?

YES ☐ (If Yes, please continue to fill in the questionnaire)

NO ☐ (If No, please go to the following section)

Have you sent us a signed affidavit yet?

YES ☐ / NO ☐

Affidavit is here:

5.2. Does your company work with certified smelters and refiners?

YES ☐ (If Yes, please provide a list of certified partners according to the CMRT form) / NO ☐

5.3.How does your company ensure that minerals and metals do not come from conflict areas?

| Please provide details:

6. International sanctions

6.1. Is/ were your company or members of your company's statutory body or entities in your company's ownership structure (including statutory bodies) on sanctions lists? [1)]

YES ☐ (please provide details):

NO ☐

6.2. Do you trade/have you traded in the past in goods subject to restrictive restrictions adopted by the European Union against Russia and Belarus in connection with Russian aggression in Ukraine? [2)]

YES ☐ / NO ☐

6.3. Do your goods come from the Crimea, Sevastopol, Donetsk, Luhansk, Zaporozhe and Kherson regions of Ukraine?

YES ☐ (please provide details):

NO ☐

6.4. Do you trade/have you traded in the past with an entity subject to international sanctions?

YES ☐ (please provide details, including the measures taken):

NO ☐

6.5. Do you trade/have you traded in the past with an entity suspected of circumventing international sanctions?

YES ☐ (please provide details, including the measures taken):

NO ☐

Conclusion

Like other business partners, your company is a key partner in our quest for sustainable and ethical business operations. By completing this questionnaire, you are helping us to ensure that our cooperation is in line with the highest global standards of ethics and responsibility.

Thank you for your support and commitment to ethical and responsible business practices.

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Signature of the responsible person:

Date:

[1] Sanctions lists are restrictive measures (international sanctions) of an economic and individual nature adopted by the European Union and/or the Czech Republic against Russia and Belarus in connection with Russian aggression on the territory of Ukraine, namely:
- International sanctions provided for in Council Regulation (EU) No 208/2014 of 5 March 2014 concerning restrictive measures directed against certain persons, entities and bodies in view of the situation in Ukraine, as amended and supplemented by its implementing and amending Regulations;
- International sanctions provided for in Council Regulation (EU) No 269/2014 of 17 March 2014 concerning restrictive measures in view of activities that undermine or threaten the territorial integrity, sovereignty and independence of Ukraine, as amended by its implementing and amending Regulations;
- International sanctions provided for in Council Regulation (EU) No 833/2014 of 31 July 2014 concerning restrictive measures in view of Russia's activities destabilising the situation in Ukraine, as amended by its implementing and amending Regulations;
- International sanctions provided for in Council Regulation (EC) No 765/2006 of 18 May 2006 concerning restrictive measures in view of the situation in Belarus and the involvement of Belarus in the Russian aggression against Ukraine, as amended by its implementing and amending Regulations;
- Restrictions set out in Act No 1/2023 Coll. on restrictive measures against certain serious acts in international relations (Sanctions Act);

[2] Council Regulation (EU) No. 833/2014 of 31 July 2014 concerning restrictive measures in view of Russia's activities destabilising the situation in Ukraine, as amended by its implementing and amending Regulations, Council Regulation (EU) No. 2022/263 of 23. February 2022 concerning restrictive measures in response to the unlawful recognition by the Russian Federation of the independence, occupation or annexation of certain territories of Ukraine not under the control of the Government, as amended by the implementing and amending Regulations; Council Regulation (EC) No 765/2006 of 18 May 2006 concerning restrictive measures in view of the situation in Belarus and the involvement of Belarus in the Russian aggression against Ukraine, as amended by the implementing and amending Regulations