

# CODE OF ETHICS FOR KOVOHUTĚ PŘÍBRAM NÁSTUPNICKÁ, A.S. SUPPLIERS

**Kovohutě Příbram nástupnická, a.s.** provides ecological recycling services for waste containing lead, tin, precious metals and waste from electrical and electronic equipment by processing it into metals or tradable products. Our mission is to contribute towards positive development, to improve the environment and quality of life, to continuously improve the level of satisfaction of customer and employee needs, to improve people's living standards, to apply CSR (Corporate Social Responsibility) principles which include social, environmental and economic principles under the motto "Helping people and the environment pays dividends".



We are aware of our position in society and the trust that our customers, employees and business partners place in us. Building on the UN Global Compact and ten basic principles, we have created our own internal rules for supplier conduct.

The Code of Ethics for our suppliers' conduct sets out basic requirements for **suppliers** regarding respect for human rights, compliance with laws and regulations, social and working conditions, environmental protection and anti-corruption behaviour. We expect **suppliers** and their **subcontractors** to ensure compliance with this Code of Ethics.

# 1. Human rights

Kovohutě advocates the values enshrined in the Universal Declaration of Human Rights and in the fundamental Conventions of the International Labour Organisation. Suppliers should promote and respect the protection of internationally proclaimed human rights and ensure they do not participate in violations. These basic requirements are as follows:

## 1.1. Respect for human rights

- promote equal opportunities and the equal treatment of employees irrespective of their skin colour, ethnic origin, nationality, social background, disability, sexual orientation, worldview, religion, gender or age;
- respect the personal dignity, private sphere and individual rights of each individual;
- do not tolerate unacceptable treatment of employees, such as psychological cruelty, sexual and personal harassment or discrimination;
- do not tolerate behaviour (including gestures, speech and physical contact) that sexually harasses, pressurises, endangers, offends or exploits.

## 1.2. Absence of problematic minerals

- make sure that production does not use materials that directly or indirectly finance armed groups that violate human rights.

## 2. Working conditions

In terms of employee working conditions, Kovohutě prioritises respect and trust for every employee. It promotes freedom of association and recognises the right to collective bargaining and worker rights, the elimination of all forms of forced and compulsory labour, the abolition of child labour, the elimination of discrimination in employment and occupation. Kovohutě expects suppliers to respect and adhere to the following requirements:

### 2.1. Employee rights

- provide fair remuneration for work and guarantee the legal minimum wage in the given country;
- comply with the statutory maximum working hours in each country;
- recognise the right to free association and do not favour or discriminate against members of worker organisations or trade unions;
- do not tolerate any form of forced labour.

### 2.2. Health and safety of employees

- take responsibility for the health and safety of employees;
- reduce risks and take the best possible preventive measures against accidents at work and occupational diseases;
- provide training and ensure that all employees are trained in occupational health and safety, fire protection and other health and safety rules.

### 2.3. Prohibition of child labour

- do not employ children whose age is lower than the statutory minimum age. Minimum age designates the age at which a child completes primary education, but must be at least 15 years. Children above this age must not be used for any dangerous work that does not correspond to their level of personal development.

## 3. Environment

Kovohutě effectively maintains an EMS and therefore minimises its environmental burden, properly cares for the environment, and complies with the environmental and other legislation related to its activities. Suppliers should promote a preventive approach to environmental challenges, take initiatives to promote greater environmental responsibility, and promote the development and dissemination of environmentally friendly technologies. Kovohutě presents some basic requirements for suppliers in environmental care here:

### 3.1. Environmental protection

- comply with statutory and international standards related to environmental protection;
- minimise the environmental burden and systematically focus on improving environmental protection.

### 3.2. Environmental management system

- create or use an appropriate environmental management system;
- manage, control, evaluate and deal with substances that have a negative environmental impact.

## 4. Anti-corruption behaviourí

Bribes, corruption, conflicts of interest and unfair competition can damage the reputation of the company and people, result in severe civil and criminal sanctions, cause the loss of significant market opportunities, cause market disruption and the continuation of inappropriate business practices, result in costly and stressful litigation for businesses and individuals, cause harm to society and municipalities, and have many other impacts. Suppliers should promote all forms of anti-corruption behaviour, including against extortion and bribery. The requirements of the Code of Ethics for Kovohutě Suppliers also apply to anti-corruption behaviour:

### 4.1. Corruption and bribery

- do not tolerate any form of corruption or bribery and do not participate, directly or indirectly, in any form of corruption or bribery, including any offer or promise of anything of value to a public official or private sector counterparty to influence official conduct or gain undue advantage.

### 4.2. Fair competition

- protect competition and contribute towards fair competition, avoid any conduct that could be considered contrary to competition law (prohibited agreements, bid rigging - prohibited agreements between tenderers, abuse of a dominant position, etc.).

### 4.3. Conflicts of interest

- avoid any conflicts of interest that could adversely affect business relationships.

### 4.4. Intellectual property

- respect and protect the intellectual property rights of Kovohutě and all third parties.



The requirements set out in the Code of Ethics for Kovohutě Suppliers form part of agreements and orders entered into with effect from 1 November 2019. The evaluation of suppliers is influenced by compliance with them.

Kovohutě expects you to report any violation of the Code of Ethics for Kovohutě Suppliers to Kovohutě Příbram nástupnická, a.s. at: <http://www.kovopb.cz/kontakty/>

All such reports will be strictly confidential. Kovohutě declares it will not take any retaliatory action against any person who initiated such report in good faith. All reports will be thoroughly and independently investigated.

