

# ETHICAL CODE OF CONDUCT

ZELINGER PLAST S.R.O.



## COMPANY PRINCIPLES

Social responsibility is a natural part of our business. We believe that the success of a firm lies not only in economic results, but also in the impact it has on the people and environment around it.

Our company recognizes that long-term prosperity is only possible when it is based on fairness, transparency and respect for our surroundings.

We are therefore committed to activities that promote quality working conditions, reduce environmental impact and contribute to the development of the region in which we operate.

This brochure briefly presents how we understand responsible business practices and what specific steps we are taking to bring value to today's community and future generations.

### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We do not currently have collective bargaining, but we fully respect the freedom of association of employees and their right to collective bargaining in accordance with applicable national laws and regulations.

#### HUMAN RIGHTS

We respect human rights and actively promote compliance within our means.

#### CHILD LABOUR

Zelinger plast s.r.o. does not tolerate child labour either within its company or by its suppliers.

### EQUAL OPPORTUNITIES / HARASSMENT

We are committed to promoting diversity. All employees of the company have equal opportunities regardless of age, gender, race, creed, nationality or sexual orientation.

The company does not tolerate any form of discrimination or harassment based on characteristics protected by applicable law.

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## SOCIAL RESPONSIBILITY

We respect the laws and culture of each of the countries in which we have partners or customers.

## FORCED LABOUR

Zelinger plast s.r.o. refuses to accept any form of forced labour.

## REMUNERATION

Zelinger plast respects the right to reasonable remuneration. Remuneration provided by the company is equal to or above the minimum levels set by applicable laws and legal regulations.

## WORKING HOURS

We comply with legal regulations regarding working hours.

## BRIBERY AND CORRUPTION

We do not tolerate any form of corrupt behavior and take appropriate measures to prevent it.

## HEALTH AND SAFETY

We emphasize the prevention of occupational injuries and diseases. We implement measures that protect employees while minimizing impacts on property and the environment.

## ENVIRONMENTAL PROTECTION

As part of our production processes, we place emphasis on responsible resource management and environmental protection. We minimize the impact of production by reducing energy consumption, optimizing materials and rigorously sorting the waste we pass on for further processing. Our goal is to produce efficiently, with regard to sustainability and long-term conservation of natural resources in mind.

## SUPPLIERS

Our suppliers' help is greatly appreciated. That is why we build close relationships with them based on trust and mutual cooperation. We also make them aware of the principles we describe here and expect them to uphold these principles.

Ing. Lubomír Zelinger  
Company Executive Officer