



DECLARATION OF BUSINESS ETHICS POLICY

The company AB KOMPONENTY s.r.o. is a manufacturer of parts and components in the field of mechanical engineering and electrical industry. The diversity of our machinery provides our customers with complex services in the field of metal CNC machining and sheet metal processing, including surface treatment.

The business philosophy of AB KOMPONENTY s.r.o. is based on a set of core values that are of fundamental importance for the development and success of the company.

The approach to our values can basically be declared with global slogans – Safety, Honesty and trustworthiness, Integrity, Justice and respect, Professionalism and pride.

The purpose of the policy is for employees to fully understand the optimal operating and ethical standards of the company and the expectations of our customers and to strictly adhere to the abovementioned core set of values in the real performance of all their activities.

Our understanding of business ethics is compliance with the principles of decent behavior in relation to business partners, fair relationships with competitors and honest behavior towards customers. The company's business ethics policy applies to all employees of AB KOMPONENTY s.r.o.

Therefore, the management of AB KOMPONENTY s.r.o., in accordance with the beliefs expressed above and with the intentions and goals of the company, and in order to achieve the desired state and development of the above-mentioned area, has decided to declare a policy expressed by the following principles:

- The process of creating a sense of trust, shaping the future, reliability, performance and customer orientation is the starting point for the behavior of all employees co-creating their identity.
- Emphasis on health and safety of employees at work is the company's top priority.
- Applying the rules of mutual interpersonal respect and belonging, creating space for self-realization of responsible, honest and creative employees, while striving for the fairest possible appreciation of the real contribution of employees to the success of our company.
- Prioritizing teamwork as a basis for the long-term prosperity. Paying adequate attention to individual development needs.

- The company and its employees must always act in compliance with all local, state, national, international or foreign laws or regulations that apply to the company's operations.
- Promoting the principles of corporate social responsibility, which apart from the ecological aspect also apply moral values to the relationship between entrepreneur and society.
- Ensuring the communication to the public in such a way that it is comprehensive, accurate in terms of content and facts, comprehensible and up-to-date.
- Respecting the professional independence of journalists and media.
- Company related information is provided to the public and the media only by authorized persons.
- Environmental protection (through the development and production of environmentally friendly products with declared responsibility for the effects of the product on the environment throughout its life cycle) is perceived as a manifestation of responsibility towards society as a whole.
- True and open communication about the company's impact on the environment with all interest groups (consumers, the public, etc.)
- Continuous building of corporate culture.
- Continuous improvement in all areas of the company's operations.
- Observance of good manners, rules of market competition, good business practices and rules of fair trade.
- Behavior towards competitors - with respect and recognition.
- Searching for contracts with a big share of added value and with a big share of services.
- Searching for a suitable and effective solution when offering and implementing a wide range of products, with the aim of meeting the needs of customers.
- Openness in evaluating the solutions offered to the customers, even with the risk of a possible reduction in our profit.
- Straightforward transmission of our newly acquired knowledge to customers and suppliers in order to meet their needs.
- Applying fairness, transparency, courtesy and helpfulness on our part in all negotiations.
- Taking full responsibility for our decisions and the consequences of our actions.
- Fulfilling all our commitments and promises.
- Ensuring the security of information provided by the customer, when the information is further used and processed by our company.
- Zero tolerance for approaches and practices leading to bribery and corruption in any form. No-participation in any illegal transactions.
- Making sales (and purchases) of products and services solely on the basis of quality, performance, price, value and/or for the benefit of the company, and never on the basis of giving or receiving proposals in the form of payments, gifts, entertainment or any other benefits.
- Creating an environment where it is mandatory to avoid business, financial or other direct or indirect interests or relationships that would conflict with the interests of AB KOMPONENTY s.r.o., or that would weaken the employee's loyalty to the company.
- Maintenance and protection of company's property, copyrights, prevention of misuse of company's property for personal gain.
- Adherence to the principle that all accounting documentation must clearly reflect the true nature of business transactions, assets and liabilities and must comply with relevant regulatory, accounting and legal requirements. No record may be false, distorted, incomplete or concealed.
- Employees can (anonymously if they wish), in case they have any constructive suggestions, but also for example awareness that unethical behavior (fraud, misrepresentation, theft, harassment, discrimination, non-compliance with legislation, regulations, policies, procedures, etc.) has occurred (or may potentially occur), inform the managing director.

Management of AB KOMPONENTY s.r.o. undertakes to:

- Ensure adequate financial, material, human and other necessary resources for the effective functioning of the set management system in the field of Business Ethics Policy and to create conditions enabling its enforcement and fulfillment.
- Regularly review the suitability and adequacy of the abovementioned policy and if necessary to publish its updated version.

Management of AB KOMPONENTY s.r.o. expects from all its employees:

- Consistent work discipline, self-control and strict adherence to all instructions related to the issues of the subject area.
- Active contribution within the scope of each employee's competences and responsibilities, permanent fulfillment of the above stated principles and participation in achieving the announced policy goals.
- Full support in securing all the principles described in this document, while the company obligates its employees to continuously respect the principle that compliance with all the aforementioned provisions is an integral part of work duties and is one of the most important basic tasks of every employee of AB KOMPONENTY s.r.o.

Brno, 1st September 2022



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Ing. Tomáš Poršek
Executive Director

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