



CODE OF ETHICS

of the company STYLO, spol. s r.o.

The history of our family company dates back to 1999. We are engaged in engineering manufacturing. Since the beginning of our operations, we have strived to conduct our business in accordance with legal, ethical and moral standards, not only in relation to our business partners, but also in relation to our employees. We ensure that our business activities leave as small an environmental footprint as possible and are working on improvements that can significantly reduce the environmental impact of our business activities.

This Code of Ethics is a set of values that our company adheres to and requires our business partners to adhere to. By following these rules, we believe that together we will achieve a better future for ourselves, our employees, our business partners and for generations to come.

1. Occupational safety

Given the nature of our business of engineering manufacturing, we are aware of the dangers of such manufacturing. Therefore, we leave occupational safety to a specialist occupational safety company, which regularly assesses the risks associated with occupational safety in our company and issues guidelines on how to prevent them, trains employees on occupational safety and develops company-specific in-house regulations on occupational safety for our company. Employees are then required to strictly follow all safety rules to minimize the risk of injury during production.

Our company strictly observes all legal regulations related to production, our employees and occupational safety. Of course, the emphasis is on a safe working environment and creating suitable working conditions for our employees.

2. Employees and the protection of their rights and freedoms

We are aware that it is our employees who form the core of our business success. We strive to create a pleasant working environment for them. A satisfied employee is our priority.

That's why.

- We consistently comply with the labour legislation of the Czech Republic and related international or European regulations.
- Our company prohibits any discrimination, sexual harassment, verbal or even physical intimidation, threats or other inappropriate behaviour towards employees.
- We only employ people over the age of 18. Persons over 15 years of age with completed compulsory attendance come to us only to do professional school practice.
- We respect the rights of employees to freely associate and join trade unions.
- We have been fair to our employees from the start and respect their rights.
- Employees are fairly remunerated in accordance with the law, including overtime pay and holiday and weekend work.
- The working hours of STYLO employees do not exceed the permitted length of working hours set by the legislation of the Czech Republic.
- We take a positive approach to employees' suggestions for improving their working life and respect their private life.
- We provide employees with various benefits.
- Any form of forced labour is prohibited.

3. Environmental protection

We fully support environmental and social sustainability. Each year, we set goals to move towards a smaller environmental footprint left by our business. These then serve as a priority for the following year, during which time we will set aside funds to meet such a goal. To this end, we have developed our environmental policy, which seeks to minimise environmental impacts and thus strive for sustainable development.

4. Business ethics

Business ethics is the goal of every mature company and is therefore our priority. We see the following principles as the main objectives of our policy:

- We comply with all Czech and European regulations concerning our business activities and our relationship with our business partners or competitors.
- We monitor the development of the relevant legislation on competition protection or antitrust laws and consistently act in accordance with them.
- We consistently maintain the confidentiality of business relationships, respect the duty of confidentiality, trade secrets and the protection of personal data.
- We respect competitive companies and competition protection.
- We strongly reject bribery on any scale. We reject any form of corruption.
- We fight against the laundering of the proceeds of crime.
- We avoid conflicts of interest.
- We cooperate with public authorities, answer their questions, and comply with their requests in a proper and timely manner.
- We publish annual financial statements in accordance with Czech legislation on www.justice.cz. We comply with the legal regulations regarding corporate accounting, which is prepared by an independent external firm.
- In the case of gifts to our business partners, these are always only gifts of negligible value on the occasion of a significant event such as a Christmas card.
- We strive to have a positive impact on the public, our suppliers and our customers. Our priorities are on-time delivery of impeccable products, reliability and honesty.



Aleš Kotě, Managing Director