

# Code of Conduct

GENICZECH-M has been constantly evolving since the establishment of the company. It uses modern technologies, with the support of which it supplies components to the world's leading manufacturers and international companies. Therefore, it works hard to build a good reputation in relation to its business partners and its employees. Compliance with the applicable laws of the Czech Republic and international law is a matter of course for us, as well as compliance with ethical principles and values, which the company's management is committed to fulfilling and then demanding compliance from its employees and suppliers.

## Business ethics

GENICZECH-M does not tolerate any form of corruption on the part of its employees or business partners. This applies to any form of corruption such as bribery, giving or receiving illegal benefits or gifts.

We are committed to respecting the intellectual property of our business partners and complying with our policies for handling confidential information.

We adhere to the rules of fair competition and refrain from creating cartels that would distort competition. We comply with anti-money laundering laws. Business and private interests are strictly separated. No individual may abuse his position in society for his own benefit or for the benefit of his family or friends.

## Respecting human rights

We respect the basic human rights of our employees based on valid national labor law regulations. The following rules are in accordance with the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We respect and protect internationally recognized human rights.

We do not allow the employment of persons under the age of 15 in any position. Young workers under the age of 18 may not perform hazardous work or work night shifts or overtime.

We reject all forms of forced labour and respect the principle of freely chosen employment.

## Working conditions

We do not tolerate discrimination of any kind, whether based on skin color, ethnic origin, gender, age, nationality, social origin, disability, sexual orientation, religious beliefs or human ideology.

## Environmental protection

We have taken measures to protect the health and safety of our employees in accordance with the Labour Code of the Czech Republic.

We ensure compliance with the principles of environmental protection. We handle waste and raw materials in accordance with the applicable Czech legislation.



**Robert Havlík**  
General manager

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