

## **Basic Ethical Principles of SolidVision, s.r.o.**

As a company, we adhere to moral principles and respect human dignity. We act in a way that we expect others to act towards us. We comply with all legal standards of the Czech Republic.

### **1. We Comply with Legal Regulations**

The company complies with all laws of the Czech Republic, especially in the areas of:

- Safety, occupational health protection, and environmental protection
- Labor law regulations
- Anti-corruption regulations

### **2. We Follow Internal Company Documents**

All employees must be familiar with and comply with internal documents that govern their work activities. Managers have key responsibility for their creation, implementation, and ensuring that all employees understand their obligations arising from these documents.

### **3. We Do Not Tolerate Any Form of Discrimination**

We aim to create an atmosphere of mutual trust and respect. Therefore, we do not tolerate any form of discrimination based on gender, age, religion, political beliefs, health status, nationality, or sexual orientation. Furthermore, we do not tolerate any form of sexual harassment, abuse, intimidation, or defamation. Our employees treat their surroundings with respect, and the company actively creates conditions for this.

### **4. Workplace Safety and Health Protection Are Important to Us**

Our employees must adhere to principles and ensure workplace safety and health protection, and the company is committed to providing appropriate conditions for this. We actively educate employees in this area and comply with legal regulations. Entering the workplace and performing work activities under the influence of alcohol or other intoxicating substances is strictly prohibited. Violating this prohibition is not in the interest of SolidVision and will be considered a serious breach of workplace safety and health protection.

### **5. We Protect the Environment**

Environmental protection is one of our main goals. We act responsibly and conduct our activities to protect the environment while complying with legal regulations in this area. We strive to minimize the environmental impact of our activities, promote sustainable development, and optimize the use of natural resources. We actively educate employees in this area and comply with legal regulations. We encourage all employees and business partners to actively contribute to environmental protection beyond legal requirements.

### **6. We Adhere to Ethical Conduct Principles**

Our employees are required to maintain a high level of professional behaviour and ethics, regardless of their management level or position within the company. Their actions should contribute to fulfilling the company's commitments to all business partners.

Employees are generally required to:

- Act in a representative manner to build the company's good reputation
- Dress appropriately to maintain the seriousness of business dealings
- Avoid actions that could harm the company's reputation
- Use company logos and designations in accordance with internal procedures to prevent inappropriate or degrading use

## **7. Suppliers, Customers, Public, Business Partners**

We build relationships with our business partners, customers, and suppliers (hereinafter business partners) based on trust and honesty. We treat all business partners transparently, maintain confidentiality, protect trade secrets, and preserve business know-how. We do not accept or request any offers that could influence our decision-making in business competition, nor do our employees offer such deals. Employees are required to report any unethical or illegal conduct to the compliance officer. All contracts are concluded with regard to benefits, usefulness, and financial advantage for the company, and only authorized employees may enter into contracts in accordance with legal regulations and internal procedures.

## **8. We Do Not Tolerate Corruption**

We do not tolerate corruption and actively oppose all its forms. Our employees are prohibited from offering any promises (payments, rights, etc.) to obtain or retain contracts or influence established procedures. Employees are also prohibited from requesting undue advantages to gain business opportunities or a market advantage, including using third parties for such purposes. Corrupt behaviour includes offering job opportunities to employees or their family members. Employees must report any unethical or illegal conduct to the compliance officer.

## **9. Our Employees**

We aim to build long-term relationships with our employees and create a motivating environment to achieve company goals. We carefully select our employees, emphasizing their moral and professional qualifications. We guarantee equal treatment in all aspects of employment and reject any form of discrimination, sexual harassment, or other degrading, hostile, intimidating, or offensive behaviour. We value employees' work and create conditions for them to feel comfortable in our company. All concerns employees wish to share will be fairly addressed and independently assessed according to set internal procedures. We comply with all legal regulations concerning working hours, overtime, and rest periods and ensure fair compensation for work performed.

## **10. Company Management and Leadership**

Company leadership and all managers set an example with their honest behaviour and actions. They comply with legal and internal regulations and ensure their subordinates fully understand their job responsibilities. They are also required to answer any questions from subordinates regarding adherence to ethical rules defined in this code or legal provisions and consult the compliance officer if needed. We support managers in actively contributing to building company culture.

## **11. Collaboration with Government Authorities and Local Governments**



We provide full cooperation and required relevant information to all authorized government authorities and their control units.

## **12. Sponsorship**

The company does not sponsor any political parties, movements, or politically active individuals, either financially or materially. Instead, we actively support public-benefit activities in environmental protection, sports, education, and culture. All sponsorship activities comply with applicable legal and internal regulations.

## **13. We Protect Company Property**

Employees are required to manage company property properly, protect it from misuse, damage, or destruction, and take necessary steps to prevent losses.

## **14. We Maintain Accurate Records**

Our records and accounting comply with legal regulations to reflect the company's actual financial structure and provide accurate financial information. Employees must not intentionally or negligently distort records or improperly influence them. Internal procedures ensure all transactions are properly approved, verifiable, and accurately recorded.

## **15. Confidentiality and Data Protection**

Confidentiality and data protection are crucial to us. We use appropriate technical and organizational measures to protect company, customer, business partner, and employee data from unauthorized access, misuse, theft, damage, or premature destruction. We comply with applicable laws and internal procedures and disclose data only to authorized persons.

## **16. We Do Not Accept Gifts of Inappropriate Value**

A gift can be financial or non-financial, such as tickets, vacation vouchers, products, or discounts. We do not provide or accept inappropriate gifts, benefits, or advantages, as they could raise suspicions of unfair competition. Small gifts under CZK 1,500 are generally acceptable if they do not influence the recipient's judgment. If unsure, employees should consult their superior or compliance officer.

## **17. Competition**

We support fair competition and do not enter into agreements that restrict free competition. We obtain information about competitors only through legal means and do not share sensitive data with competitors or misrepresent their products or services.

## **18. Avoiding Conflicts of Interest**

Employees must avoid conflicts of interest and report any potential conflicts to their superior, who will notify the compliance officer.

## **19. Reporting Ethical Violations**

Every employee has the right to ask questions about ethical rules and must report suspected unethical or illegal conduct by any employee, third party, or entity.

## **20. Rejecting child labour, protecting underage workers and modern slavery**

We do not employ children at any stage of the production of products or services. The term "child" refers to any person under 15 years of age or below the minimum age for employment in the relevant country. We do not employ any minors for activities which, by their nature or other circumstances, may be detrimental to the health, safety or morals of the minor.

We reject all forms of exploitation and forced labour and any other form of modern slavery and human trafficking, both within our business activities and within our supply activities. In order to meet this commitment, we undertake in particular:

- Regularly monitor the risk of modern slavery in our business and supply matters and, if it occurs, to negotiate a remedy where possible.
- Always observe the minimum age for employment and verify age using the usual acceptable documents.
- Ensure that all employees receive at least the minimum wage for all hours worked hours and that the working hours do not exceed the maximum set by the applicable legislation.
- Ensure that all work is voluntary and that employees are free to terminate their employment.
- Not knowingly cooperate with any company involved in modern slavery or human trafficking.

SolidVision expects all of its suppliers, subcontractors, agents and other business partners will share the above principles of zero tolerance of modern slavery and child labour. If we become aware of any fact that would indicate that any of our partners involved in modern slavery, we will thoroughly investigate the situation, and possibly the relationship with this business partner, we will terminate and report the matter to the relevant national or international authorities.

## **21. Working hours, wages and benefits**

We provide wages and benefits that comply with legislation, including those related to minimum wages, overtime pay, and statutory benefits. We comply with legislative requirements governing working hours, including overtime.

## **22. Freedom of association**

We respect the rights of employees to freely associate, to join or not to join trade unions, to bargain collectively, to join works councils and to be represented by them in accordance with legislation.

## **23. Fire protection and occupational safety**

SolidVision's employees are systematically educated in the field of occupational health and safety with an emphasis on strengthening their responsibility for their own safety and health.

SolidVision strives to provide a safe and healthy working environment for its employees, customers

and visitors at all of its facilities. All managers are responsible for the safety and healthy working environment of their employees. All management employees are responsible for maintaining health and safety standards, including occupational hygiene and ergonomics. In support of the above, employees are responsible for monitoring and following workplace safety rules and for preventing potential health hazards to themselves, their co-workers and visitors. Employees are also responsible for immediately reporting work-related accidents, occupational illnesses and unsafe situations or actions to their supervisor. Threats, violence and physical abuse are strictly prohibited. Possession of weapons at work or on company premises is prohibited except in situations where permitted by law.

## **24. Sustainability and the environment**

SolidVision continually strives to find sustainable solutions and manage its business to protect the environment and preserve natural resources for present and future generations. We all put focus on sustainability and adhere to ethical standards, applicable laws, regulations and industry standards. All employees are expected to minimise resource and energy consumption, segregate waste and act in the best interests of the environment.

At the company, we strive to reduce waste. We plan our purchases and consumption to minimize unnecessary packaging, packaging and products. We prefer to choose products with a long shelf life, recyclable or reusable packaging and eco-certifications. We also try to consume only as much as we need, trying not to waste food, water, energy and other resources. We use our own utensils and packaging that we can refill or reuse. We sort waste by type. We try to reduce paper and printing.

## **25. Energy efficiency**

Energy efficiency is a key factor in reducing energy costs and improving a company's environmental impact. Our company can promote energy efficiency in several ways:

1. Optimising energy sources: investing in energy-saving equipment and technologies such as LED lighting, smart thermostats or energy-efficient appliances can significantly reduce energy consumption.
2. Support remote working: flexible working environments can reduce the need for office space, reducing energy consumption for heating, cooling and lighting.
3. Employee education: informing the team about energy savings and encouraging energy-saving habits such as switching off equipment can contribute to overall energy savings in the company.

## **26. Renewable resources**

Renewable energy sources such as solar, wind and hydroelectric power are environmentally friendly alternatives to traditional fossil fuels. Our company can support renewable energy sources by, for example, switching to renewable electricity, installing solar panels on company buildings or investing in green energy. This not only reduces the environmental impact of our operations, but also contributes to a sustainable future and energy independence.

## **27. Sustainable resource management**



Efficient and responsible use of natural and material resources with a view to minimising waste and long-term environmental impact. Our company can support this philosophy by:

1. **Efficient waste management:** by implementing recycling programs and minimizing waste in production processes.
2. **Saving water and materials:** by optimising water consumption and using renewable or recycled materials in our products and services.
3. **Responsible supply chains:** by working with suppliers who are committed to sustainability and ethical practices in the extraction, production and distribution of materials.

In this way, we not only conserve natural resources, but also contribute to long-term sustainability and responsible business.