

EKOFILTR spol s r.o.
Divnice 134, 763 21 Slavičín

CODE OF ETHICS

The Code of Ethics is a tool that helps us ensure that the day-to-day activities of the company and the actions of all its employees comply with the established principles. It is a set of specific rules that are based on the values and principles of the organization and define the standard of professional conduct.

This is an internal regulation of the company, which is binding for all its employees.

1. Basic behavioral requirements

1.1 Compliance with laws

Compliance with the law is fundamental to the company's ethical standards. The company EKOFILTR spol. s ro (hereinafter referred to as the "Company") always follows all applicable laws, regulations, rules and standards. If a company's policy or code of ethics is in violation of applicable law, it always requires compliance with the law.

1.2 Protection of the company's reputation

Employees are obliged to always act and act with the knowledge that they represent the company and their actions, actions or statements may damage or impair the employer's reputation.

1.3 Management

Managers are a model of moral and ethical qualities for other employees and representatives of the company and are responsible for monitoring compliance with the Code of Ethics with their subordinates.

2. Business relations and relations with third parties

2.1 Fair competition and antitrust law

The company respects and adheres to the rules of fair and open competition. By their actions, each representative of the company protects the rules of fair and open competition, resp.

prevents and prevents situations leading to their violation. The company's employees must never engage in any cartel activities, such as negotiating the exchange of information with competitors or companies about increasing or otherwise stabilizing sales prices, etc., concluding bid agreements (negotiating bids with competitors or companies, or who will be a successful participant in a competition, etc.) or other illegal business practices which impede free and equal competition.

2.2 Offering or requesting benefits, corruption, extortion and bribery

Company employees may not provide, solicit or solicit any gifts, payments, rewards, services, leave or entertainment to any person or organization that has a business relationship with the Company (such as a customer or supplier) or competitors of the Company, except Gifts and entertainment are provided or accepted only if they are related to the workload of the persons involved. In particular, relationships with suppliers and customers must take place in the selection of goods or services only on the basis of competitive conditions of quality, price and services that are most advantageous for the company. Any transgression in the sense of corruption, extortion or bribery will be exemplary punished.

2.3 Adherence to the principles of conduct of the company's supplier

The Company requires its suppliers to adhere to the same principles of conduct set forth in this Code of Ethics for itself.

2.4 Intellectual property of others

Society protects its own secrets and respects the intellectual property rights of others. Employees may not obtain confidential information from other parties by unauthorized means and may not disclose it without permission.

2.5 Conflict of interest

Employees must avoid situations in which there could be a conflict between their personal interests and the interests of society. When dealing with current and potential customers, suppliers, public officials, investors and competitors, employees must act in the best interests of the company, regardless of their personal benefits. Each employee must promptly inform his or her supervisor of any situation in which a conflict of interest may arise. In case of doubt or feeling that the employee has found himself in a delicate situation, he informs his superior.

2.6 Relationship to employees

A strong and strong relationship with all its employees, based on mutual respect and dignity, is of key importance for the company. The working conditions offered to employees comply with the requirements of legal standards and regulations and relevant conventions

2.7 Protection and use of property

Employees must take care to protect the company's assets and their effective use. Theft, irresponsible treatment or waste have a direct impact on the company's business results. Any suspected abuse or theft must be reported and investigated. Company property may not be used for private business activities, but incidental or private use expressly permitted by the company is permitted. The employee's obligation to protect the company's assets also applies to information and intangible assets. This information and intangible assets include intellectual property, trade secrets, patents, brands, trademarks, business plans and ideas, proposals, databases, records, salary information, undisclosed financial data. Unauthorized use or distribution of such information and intangible assets is a serious violation of labor rules. In addition, such use or distribution may be illegal and may result in private or criminal penalties.

2.8 Environment

The company complies with all environmental regulations. It protects the environment in all of the company's activities. The company has a certificate according to ČSN EN ISO 14001: 2015, which proves the introduction and continuous improvement of the environmental management system. The company is actively involved in eliminating the consequences of its business activities and, by adjusting technological procedures, seeks to minimize the impact of the production process on the environment.

2.9 Representative of the Code of Ethics

The Company's Chief Executive Officer - Chief Financial Officer - is appointed the highest representative of the Company's Code of Ethics (Ethics Manager). The Ethics Manager decides on corrective actions and follow-up resulting from the investigation of reported complaints.

3. Complaints, comments and violations of the Code

3.1 Principles of intangibility

The Company will not retaliate against an employee who reports a possible violation of the Code of Ethics. This means that he will not be released or otherwise discriminate because the employee reported possible breaches of the rules. This does not apply to persons who knowingly make false accusations or intentionally provide false information.

3.2 Violation of the Code

If an employee violates the Code, disciplinary action may be taken, in accordance with the law and the Company's internal policies and rules. Appropriate disciplinary action may also be taken against managers and directors in cases of breaches of the Code.

3.3 Investigation of reported complaints

The Company will investigate all reports fairly and thoroughly and take appropriate action. It will also make every effort not to reveal the complainant's identity. The same applies if the complainant requests the company to keep the information provided confidential.

In Slavičín, on June 1, 2021



Ing. Münster Jaromír



Münster David



Miklasova Jana