

**EKOFILTR spol s r.o.**

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Corporate Social Responsibility, in English translation Corporate social responsibility (CSR) is a concept that has a history since the middle of the last century. At present, this concept is becoming more and more topical and has an increasing impact on the overall success of the business. In the past, companies were perceived only as economic units, but today their civic and social role must also be taken into account. The concept of social responsibility and sustainability promotes the principles of responsibility and transparency, good relations with suppliers, customers, employees and other groups that affect the company's activities and are also influenced by its behavior. Respect for human rights, the fight against corruption and the protection of the environment are also part of social responsibility and sustainability. Thus, by introducing social responsibility and sustainability, we are not just referring to social activities, but we are moving towards a much more important goal, which is sustainable development throughout society. These are the reasons why the company EKOFILTR spol. s ro (hereinafter referred to as the "Company") has decided to make a voluntary commitment to regularly evaluate its social responsibility and sustainability and thus become known to people who, through their responsible behavior, can more easily meet the goals of sustainable development on a societal scale.

From our point of view, sticking to a sustainable business plan makes sense and in many ways also benefits society as a whole. We rely on ethical and transparent conduct because we want to do business in a pleasant environment. Our products and services guarantee the fulfillment of these principles.

Although social responsibility is not uniformly defined, all its definitions are linked by the idea of managing three areas (pillars). The so-called triple minimum line, or tripple - bottom -line, is used for explanation . This line connecting the three pillars is called "3P" or Profit, People , Planet. Profit means the economic sphere, people form the social sphere and the planet (planet) the environmental sphere.

All three areas have a wide scope and include countless activities, of which within the economic pillar we place particular emphasis on ethical behavior, credible and transparent behavior, responsible approach to customers and responsible approach to suppliers.

Within the social pillar, we place particular emphasis on employee satisfaction, work-life balance, employee training and development, remuneration and incentive programs, and

respect for equal employment opportunities. We do not tolerate any form of discrimination and we support activities that are associated with the prohibition of child labor.

Within the environmental pillar, we place particular emphasis on reducing the negative impact on the environment, environmental policy, saving natural resources, compliance with national and international standards and norms, waste minimization and evaluating the company's environmental performance.

### **Ethical behavior**

We take ethical standards into account in our conduct and follow ethical principles. We apply this approach both in relations within our company and in relations with the environment.

We respect the people around us and take their views into account in our decisions. It is desirable that the company takes into account not only the interests of shareholders, but all stakeholders. It is the active cooperation between the company and the stakeholders that creates a win-win situation. It is not enough for companies to have a responsible approach, but it must also have stakeholders who should be reliable partners.

As part of our compliance with the principles of ethical conduct, we adopted the Code of Ethics last year.

### **Transparency and credibility**

From our point of view, we perceive transparency, especially in the willingness to provide information. We consider it important to provide clear and truthful information about our activities and decisions that have an impact on society. We provide information to our surroundings that is or may be affected by our activities.

In our own credibility, we make sure that our behavior looks real and completely believable. Only credible social responsibility can enable a company to reap the benefits it brings. The main prerequisites for credibility include individuality, authenticity, transparency and consistency.

### **Responsibility**

We accept all responsibility for our activities and their impact on society and the environment and will be responsible for the results of our decisions. We value our customers, employees, people around us and the environment.

We monitor energy and water consumption to reduce our carbon footprint as much as possible and not strain natural resources. In all our activities, we take care to prevent the generation of

In the field of environmental policy, we provide regular training for all employees.

We evaluate the company's environmental performance within the established integrated management system (IMS EN ISO 9001: 2015, ISO 14001: 2015) .

### **Waste minimization**

We have been developing activities for a long time, the result of which is a gradual reduction in the amount of waste. The waste we produce consists of the vast majority of unprocessable cuttings of input materials during production. Despite the unfavorable situation in the manufacturing industry caused mainly by the COVID SARS 19 epidemic, we managed to hand over almost all the waste generated in this way for further processing, recycling.

### **Rule of legality**

We unconditionally respect the valid legislation and consider compliance with laws or regulations as the basic basis of our activities. We also follow our own statutes, policies, rules and procedures within the established integrated management system (IMS EN ISO 9001: 2015, ISO 14001: 2015).

### **Human rights**

We are aware of the principle and importance of respect for human rights. We respect the Universal Declaration of Human Rights and Freedoms. We employ workers without racial, gender, national and other discrimination. We respect economic, social and cultural rights. We exclude any form of forced and involuntary labor as well as child labor.

We employ more than half of women, not only in office activities. We realize that creating added value depends on people, their skills, knowledge, commitment and openness.

### **Slavery, servitude and compulsory labor**

The company has never applied, nor does it intend to use, any form of slavery or human trafficking in the future. It respects Czech and international law, represented primarily by the Labor Code. It respects the employees' right to free choice for a long time, and if the employee is not satisfied with his work for the company for any reason and ultimately requests termination of employment, in such cases he meets the employees by failing to insist on legal notice in many cases. deadlines if the employee so requests. Among other things, the company has appointed an employee representative and has a system for filing complaints and grievances.

waste, and if waste is already generated, in cooperation with authorized companies, we recycle it as much as possible or otherwise reuse it.

We hold the ČSN EN ISO 14001 and ČSN EN ISO 9001 certifications. In 2021, we again met all the certification requirements and the validity of the certificate was extended for us again.

### **Remuneration and incentive program**

We provide wages to a reasonable extent in accordance with applicable law. We have a sufficient offer of employee benefits (company benefits) and we support self-education. In the long run, we invest a significant part of our financial resources in improving the social aspects of our employees, whether it concerns the equipment of workplaces or the adaptation and equipment of areas for rest, hygiene or changing rooms. If overtime is needed, it is always compensated in a suitable way.

We regularly contribute to employees saving in the voluntary pension pillar.

### **Employee training and development**

We regularly train our employees in a number of areas. This is primarily initial training in the case of new employees, periodic training in occupational safety and health, technical training for classification according to the type of workplace, etc.

The training planning and implementation system is managed by an established integrated management system (IMS EN ISO 9001: 2015, ISO 14001: 2015).

### **We do not tolerate discrimination or child labor**

We do not suffer any form of discrimination, be it age, gender, nationality, sexual orientation or religion. We have a mechanism in place to prevent any form of discrimination that may arise due to the listed differences. We support activities that are associated with the prohibition of child labor, intolerance of mobbing or bossing or sexual harassment in the workplace, respect and observance of human rights or employment of vulnerable groups.

### **Environmental policy and evaluation of the company's environmental performance**

We consider compliance with legislative obligations in the field of environmental protection, regulations and rules for waste management, compliance with regulations and standards for the management of hazardous chemicals and, last but not least, measures to prevent water pollution to be the basis of environmental policy. When awarding contracts, it also favors local suppliers.

**Freedom of association and collective bargaining**

The company has never prevented, nor does it intend to prevent its employees from associating and applying collective bargaining in the future. The management of the company is modern and applies both Czech, represented primarily by the Labor Code, and international law, and strictly adheres to the Convention on Human Rights. Among other things, the company has appointed an employee representative and has a system for filing complaints and grievances.

**Harassment and intolerance of discrimination**

The company does not tolerate or intend to tolerate any forms of discrimination and harassment in the future. In the management of the company, it applies both Czech and international law and strictly adheres to the Convention on Human Rights. Among other things, the company has introduced and applies the Code of Ethics, has appointed an employee representative and has an established system for filing complaints and grievances.

In Slavičín, on February 1, 2022



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