



Code of Ethics

This Code of Ethics sets out the basic rules of responsible conduct in the company 1. Miroslavská strojírna, spol. s r.o. Its purpose is to promote a corporate culture based on integrity, transparency and responsible decision-making, as well as a consistent approach to environmental protection, social responsibility, mutual respect and compliance with legal and internal requirements.

The above principles of the Code of Ethics are binding for all representatives and employees of the company, as well as for business partners and other persons acting on its behalf. Adherence to the principles of the Code of Ethics is required in all internal processes, as well as in relation to customers, external partners and the public. The aim is to ensure the long-term sustainable functioning of the company and to create an appropriate working environment.

SOCIAL RESPONSIBILITY

Working conditions

The company considers fair, safe and transparent working conditions to be the basis of responsible business. All employment relationships are concluded and conducted in accordance with applicable legal regulations, internal company rules and the principles of decent and responsible conduct.

Work for the company can only be performed on the basis of a duly concluded employment relationship. Performing illegal work, disguised employment or other procedures that would circumvent legal requirements or disadvantage employees are inadmissible.

We make sure that employment contracts, agreements and related documents are formulated clearly and unambiguously. Employees must have the opportunity to familiarize themselves with the conditions of work, the scope of their rights and obligations, remuneration rules, working hours and other essential elements of the employment relationship.

Remuneration of employees is carried out fairly, on time and in accordance with the agreed conditions and legal regulations. The company fulfils its legal obligations in the field of contributions, especially in relation to social security and health insurance, and provides employees with the necessary information regarding their salary or remuneration.

The organization of working time must respect legal limits and the need to protect the health of employees. We monitor compliance with the rules regarding work breaks, rest periods between shifts, holidays, overtime, work on public holidays, night work and other special work regimes. Overtime work is used only in justified cases and must not replace proper work planning. Any overtime work must be properly recorded and compensated in accordance with applicable legislation.

We strive to prevent employees from overworking and make sure that working overtime does not endanger their health or personal life. Work-life balance is seen as key to long-term employee satisfaction and productivity. Where the nature of the work and operating conditions allow, we encourage appropriate measures, such as flexible working hours, appropriate work schedules or other organisational measures.



Human rights, prohibition of forced or involuntary labour

We reject any form of forced, involuntary, illegal or child labour. We take care to comply with legal requirements regarding the minimum age for work and to create working conditions that respect the dignity, rights and legitimate interests of employees and comply with legal requirements and internationally recognized standards.

We expect the same responsible approach from our suppliers and business partners. We take these policies into account when selecting and evaluating them as far as possible.

Employee safety and health

We consider ensuring a safe and health-friendly working environment to be one of our basic duties. This responsibility applies not only to its own employees, but also to other persons who are at the company's workplaces or at common workplaces.

We place emphasis on the prevention of accidents at work, occupational diseases and other risks related to the performance of work. To this end, appropriate technical, organisational and preventive measures are taken to identify, assess and mitigate risks in work activities.

Occupational safety is perceived as a collective responsibility of the company, senior employees and individual employees. We support an active approach of employees to comply with OHS rules, report risky situations and get involved in improving workplace safety. To ensure adequate awareness of employees about occupational health and safety, regular trainings and emergency preparedness exercises are organized.

As part of all the company's activities, we monitor and evaluate the fulfilment of applicable legal requirements in the field of occupational health and safety. To this end, regular inspections and audits of workplaces are ensured, focusing in particular on verifying safe working conditions, the appropriate level of the working environment and compliance with hygiene requirements.

Protection of vulnerable groups of employees

We pay increased attention to the protection of underage employees. Work may be assigned to them only to the extent and under conditions corresponding to their age, state of health, physical maturity and intellectual development. We ensure that underage employees do not perform risky or prohibited work that could endanger their health, safety or further development. The working conditions of juvenile employees must be set up in such a way as to support their safe participation in the work process, the acquisition of work experience and further personal and professional development.

We also place emphasis on the protection of pregnant employees, breastfeeding employees and employees in the postpartum period. These employees must not be assigned risky or prohibited work that could endanger their health, pregnancy, maternity or the health of the child. Taking into account the individual situation and legal requirements, appropriate measures are taken to adjust working conditions, work tasks or work organisation in order to ensure the safe performance of work, to respect the needs of pregnancy, maternity and childcare, and to enable a safe and adequate return to work.

Equal opportunities, diversity, inclusion and a non-discriminatory environment

We promote equal treatment and equal opportunities for all employees. We act fairly in admission, compensation, evaluation, education, and professional development without regard to age, gender, race or ethnicity, religion, health, sexual orientation, or other personal characteristics.



We believe that diverse perspectives, experiences, and talents contribute to innovation and improve our results. We strive to create an environment where everyone can reach their full potential and contribute to the company's success.

Any form of discrimination, unequal treatment, harassment, bullying, degrading, cruel or inhuman treatment is unacceptable. We make sure that all employees are treated with dignity, justice and respect.

We support the professional and professional development of employees through education, training and other development activities corresponding to their job position and the needs of the company. The development of employees' knowledge and skills is considered an important prerequisite for quality work performance, personal growth and long-term success of the company.

Privacy Policy

We pay attention to the protection of personal data of employees, business partners, customers and other persons whose personal data we process. When handling personal data, we proceed in accordance with applicable law, in particular the General Data Protection Regulation (GDPR).

We collect, process, store and transfer personal data only to the extent necessary for the specified purpose and for a period of time consistent with legal requirements or the legitimate needs of the company. We take appropriate technical and organizational measures to protect personal data against unauthorized access, loss, misuse, damage or unauthorized disclosure.

We make sure that only authorized persons have access to personal data, who are obliged to maintain confidentiality and handle this data responsibly and securely. We respect the rights of data subjects and ensure that any transfer of personal data to third parties takes place only in accordance with legal regulations.

Responsibility to customers

We consider the quality of our products and services to be one of the basic prerequisites for a successful business. Our goal is to deliver products and provide services that meet the required standards of customers. Emphasis is placed on continuous improvement of work procedures, control mechanisms and the overall level of products and services provided.

The safety of our products is key, and we make sure that all our products are safe to use and comply with relevant standards and regulations. To this end, we carry out thorough testing and quality control.

The customer approach is based on professionalism, reliability and individual solution of requirements. We strive for long-term relationships with customers based on trust, fair dealings, timely communication and responsible resolution of their requirements. We also make sure that the complaint process is simple, fast and that our customers are always satisfied with the proposed solution.

CORPORATE GOVERNANCE

Business ethics and anti-corruption principles

We practice honesty and transparency in all business relationships in accordance with ethical principles. Any conduct based on manipulation, misrepresentation of facts, concealment of material information or provision of false information is inadmissible. We have a zero-tolerance policy against bribery, corruption, extortion, embezzlement and other forms of dishonest or illegal conduct.



We apply anti-corruption principles and place emphasis on proper reporting of suspected unethical, corrupt or illegal conduct. All employees have the right and obligation to report such suspicions in a specified manner.

Insider trading

We strictly oppose any use of non-public information for personal gain or for the benefit of another person. Persons who become acquainted with internal or otherwise non-public information in the course of their activities may not use it for securities trading or for any other conduct that could be contrary to legal regulations or the principles of fair dealing.

Non-public information must not be passed on to unauthorized persons, including family members, friends, business partners or other third parties. Any person who has access to this information is obliged to maintain confidentiality and handle it exclusively in accordance with the law and the company's internal rules.

Intellectual Property

It is aware of the importance of intellectual property and we pay attention to the protection of our own rights as well as the rights of business partners and third parties. Intellectual property means, in particular, patents, trademarks, copyrights, designs, trade secrets, know-how and other results of creative or innovative activities.

Information protection

We take great care to protect the company's information, information systems, documentation, data and other assets and assets entrusted to it from unauthorized access, misuse, loss, damage or unauthorized disclosure.

We protect information to ensure its confidentiality, integrity and availability, both when handling information internally and when sharing it with contractors, suppliers and other authorized persons. To this end, we apply appropriate organizational, technical and personnel measures that apply to employees as well as to other persons with access to company information or to information entrusted to the company.

We support systematic education of employees in the field of information security. Employees are encouraged to recognize security risks, handle information responsibly, and follow the rules set out to protect it.

Suppliers and business partners

We strive to work with suppliers and business partners who act responsibly, transparently and in accordance with the requirements for quality, ethical behavior and compliance with legal regulations. When establishing and developing business relationships, we prefer serious and trustworthy partners who can be expected to reliably meet contractual and legal obligations.

To this end, the Company shall apply reasonable procedures for the selection, screening and periodic evaluation of suppliers. In the evaluation, it takes into account, in particular, the fulfilment of contractual conditions, compliance with legal and internal requirements, the quality of the products or services provided, and a responsible approach to business cooperation.

Financial and non-financial controls

We consider transparent management of financial operations, accurate records and effective control procedures to be an essential part of the responsible functioning of the company. All financial operations and business transactions must be carried out in accordance with applicable legislation, internal rules and approved procedures.



We make sure that each financial operation is properly documented and supported by appropriate documents. All business transactions must be recorded accurately, truthfully and conclusively in the accounts. The relevant documents must be kept for a specified period of time and in an appropriate manner.

We apply control mechanisms, especially in the area of approving financial operations, concluding contracts, orders, payments and other important decisions. Approval processes must be based on complete, verifiable and factually correct documents. Significant decisions are subject to appropriate multi-level scrutiny to enhance transparency, accountability and prevent errors, abuse or dishonesty.

Conflict of interest

We place emphasis on preventing conflicts of interest between the performance of work activities of employees and other persons acting on behalf of the company and their private activities. Private activities, financial interests or personal relationships must not negatively affect the ability to perform work duties objectively and for the benefit of society. If a situation arises that could constitute a conflict of interest, the person concerned is obliged to notify this fact without delay.

Gifts and hospitality

We respect applicable legal regulations, internal requirements and rules of business partners regarding the provision and acceptance of gifts, hospitality or other benefits.

Gifts and hospitality may only be given or accepted if they are reasonable, transparent, appropriate to the specific situation and normal business practices. It must never serve to unduly influence business decision-making or create such an impression.

Giving or receiving gifts in the form of cash is prohibited. Gifts, hospitality or other benefits that exceed the specified limits, have a significant value or are likely to give rise to doubts as to the impartiality of decision-making must be reported in the prescribed manner.

Any violation of this policy, including attempted bribery, impermissible influence or circumvention of the rules, is unacceptable and may result in appropriate action.

Whistleblowing

We provide support and protection to persons who report in good faith a possible conflict of interest, bribery, ethical violation, or other illegal or improper conduct. Whistleblowers must not be subject to penalties, disadvantages or other retaliatory measures for filing a report.

Compliance with these rules is important to maintain a transparent, trustworthy and ethical environment that protects the legitimate interests of the company, its employees and other affected persons.

ENVIRONMENTAL PROTECTION

Responsible management of natural resources

In our activities, we strive to make careful use of natural resources, raw materials and energy and to reduce negative impacts on the environment. We support technical and organizational solutions that contribute to environmental protection, more efficient use of resources and the long-term sustainable functioning of society. A responsible approach to the environment is applied in everyday decision-making and in the development of the company's production and operational activities.



Reducing environmental impacts and preventing pollution

We place emphasis on preventing pollution, reducing waste production and promoting reuse or recycling where technically and operationally possible. When planning and implementing activities, we also take into account the impacts associated with the use of products and their life cycle.

Prevention of accidents and emergencies

We ensure that chemicals and mixtures are handled safely, responsibly and in accordance with the established requirements. We pay attention to their proper storage, labeling, use and prevention of leakage into the working and environmental environment. We apply emergency procedures in the event of accidents, leaks of hazardous substances or other emergencies with a possible negative impact on the environment. We encourage employees to report such events in a timely manner and to comply with the set preventive measures.

COMMITMENT OF THE COMPANY'S MANAGEMENT

The company's management is committed to applying and supporting the principles of this Code of Ethics as an integral part of the company's management, corporate culture and day-to-day decision-making. At the same time, it undertakes to support open communication, prevent unethical behaviour and consistently insist on compliance with the rules of the Code of Ethics in practice.

The company's management will ensure that employees and other affected persons are clearly and demonstrably informed of its principles and that awareness of responsible, legal and ethical conduct is continuously strengthened.

The Code of Ethics was discussed and approved by the company's management in Miroslav on 15.5.2026.

.....
Jiří Večeřa
Managing Director

.....
Dipl. Ing. Rainer Kindelmann
Managing Director