

Supplier code of conduct

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SUPPLIER CODE OF CONDUCT

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ARTICLE 1

INTRODUCTION AND PURPOSE OF CODE

1. Our company is building a business under terms of honesty, etics, social responsibilitz and sustainability. We require the same from our business partners.
2. For our suppliers, this code defines minimal standards and requirements, which our suppliers, subcontractors and service providers (hereinafter referred to as "supplier") must meet and comply with for the whole term of the duration of the business relationship.

ARTICLE 2

COMPLIANCE WITH LEGISLATION

1. The supplier is obliged to carry out all its activities in full compliance with all the applicable international, national and local laws, regulations and industry standards of the countries in which it operates.
2. Legal regulations take precedence over this code, however, if this code stipulates stricter requirements than the law, the supplier must meet the standards of this code.

ARTICLE 3

HUMAN RIGHTS AND WORKING CONDITIONS, FREEDOM OF ASSOCIATION

The supplier undertakes to respect the human rights of its employees and ensures fair working conditions.

- **Ban on child labour:** The supplier strictly prohibits and must not use child labor at any stage of its operations. The age of employees must not be lower than the statutory age for completing compulsory schooling.
- **Prohibition of forced labor:** Any form of forced, involuntary, slave, or prison labor is strictly prohibited. The employees must have the freedom to terminate the employment relationship after the expiration of the statutory notice period.
- **The working period and wages:** The supplier undertakes to comply with applicable legal regulations governing working hours, overtime, rest periods, and leave. Wages and benefits provided to employees must meet or exceed the statutory minimum standards and wage regulations of the country concerned.

- **Employer Pays Principle:** The supplier must not require employees to pay any recruitment, placement or other fees related to obtaining employment. The employer bears all costs associated with employee recruitment unless legal regulations provide otherwise.
- **Freedom of association:** The supplier respects the employees' right to freedom of association, collective bargaining and the right to join or not to join unions in accordance with applicable legislation and the fundamental conventions of the International Labour Organization (ILO)
- **Living Wage:** The supplier strives to provide fair remuneration that allows employees a decent standard of living, taking into account the economic conditions and the applicable legislation of the relevant country.

ARTICLE 4

NON-DISCRIMINATION AND EQUAL TREATMENT

1. The supplier is obligated to ensure a working environment free from any form of discrimination, harassment, bullying and abuse.
2. All employees must be treated with respect and dignity. Any discrimination in hiring, compensation, promotion or dismissal based on race, color, gender, age, nationality, ethnic origin, disability, sexual orientation or religion is unacceptable.

ARTICLE 5

SAFETY AND OCCUPATIONAL HEALTH PROTECTION (BOZP)

1. The supplier is obligated to provide a safe and healthy working environment that minimizes the risks of accidents, injuries and occupational diseases.
2. The supplier must implement effective systems to identify, prevent and eliminate potential safety risks (e.g. regular training, providing personal protective equipment, fire protection and provision of first aid)

ARTICLE 6

ENVIRONMENTAL PROTECTION, CLIMATE CHANGE

1. The supplier is committed to responsible behavior towards the environment and minimizing the negative impacts of its activities on the ecosystem.
2. The supplier is required to comply with all applicable environmental laws and regulations.
3. An active approach is expected in the areas of: efficient use of natural resources and energy, reduction of emissions, responsible management of waste and chemicals and support for recycling.

4. The supplier supports measures aimed at reducing the impact of its activities on climate change, in particular through the efficient use of energy and natural resources, the reduction of greenhouse gas emissions and responsible waste management.

ARTICLE 7

BUSINESS INTEGRITY, WHISTLEBLOWING

The supplier is obligated to apply zero tolerance towards any dishonest practices in business dealings.

- **Prohibition of corruption:** Any forms of corruption, bribery, extortion, embezzlement or unauthorized commissions are strictly prohibited.
- **Conflict of interest:** The supplier must avoid situations that could lead to a conflict of interest and immediately informs our company if any of our employees has a personal or financial interest in the activities of the supplier.
- **Honest business dealings:** The supplier must not falsify documents, must not participate in cartel deals or dishonest competitions. The supplier must report information about its activities, structure and performance truthfully.
- **Whistleblowing:** The supplier ensures that its employees have the opportunity to safely report violations of this code or the law without fear of retaliation, discrimination or other negative consequences.

ARTICLE 8

PROTECTION OF INFORMATION AND INTELLECTUAL PROPERTY, TRANSFER OF REQUIREMENTS TO SUBCONTRACTORS

1. The supplier undertakes to maintain strict confidentiality regarding all information, trade secrets and data obtained in the course of the cooperation with our company.
2. Personal data of employees, customers and partners must be processed in accordance with personal data protection regulations (GDPR).
3. The supplier is obliged to respect the intellectual property rights of our company and of third parties.
4. The supplier shall ensure that similar requirements set out in this code are communicated and applied in an appropriate manner to its significant subcontractors and business partners as well.

ARTICLE 9

AUDIT AND COOPERATION (MECHANISM WCA)

1. **Right to audit:** The supplier agrees that our company (or a third party authorized by us) is authorized to conduct audits and inspections of compliance with this code at the supplier's premises after prior notice.
2. **Providing cooperation:** The supplier undertakes to provide auditors with full cooperation, access to the workplace and to relevant documentation demonstrating compliance with this code.
3. **Corrective measures:** In the event of identified non-conformities, the supplier undertakes to cooperate in defining and immediately implementing a corrective action plan. Serious or repeated violations of this code may be grounds for immediate termination of the business relationship.

Effective date: 26. 8. 2026

Date of approval: 26. 8. 2026

Approved the document: Board of Directors of the Company

ANNEX NO. 1: SUPPLIER'S DECLARATION OF ACCEPTANCE OF THE CODE

I, the undersigned, as an authorized representative of the company:

Business name of the supplier:

Company ID number:

Residence:

I declare that:

1. I have familiarized myself with the content of this supplier code of conduct and fully understand its requirements.
2. Our company accepts these requirements and commits to adhering to them across the full scope of its activities and business relationships.
3. We will ensure that our employees and subcontractors involved in fulfilling obligations to your company are also made aware of these principles.

Place:

Date:

.....

Signature of the supplier's authorized representative

(Name in block letters and work position)