


CODE OF CONDUCT MIBCON a.s.

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Responsible for: Ondřej Dědina, director
Approved: Ondřej Dědina, Chairman of the Board of MIBCON a.s. 

This Code of Conduct serves as the basis for our daily decisions and behaviour. Our company is committed to ethical standards and compliance with the law in all areas of our business. The Code is designed to help us respect our values and principles and because it is required by our business partners.

The Code is binding for all employees and close associates without exception and is an important tool for maintaining our reputation and credibility in the market.

By adhering to this Code, we contribute to our culture, respect, honesty and responsibility. It is our common goal to make our company a place where everyone feels valued and respected.

Ultimately, it depends on the responsibility and morality of each of us.

WORKING CONDITIONS AND WORKER ´S RIGHTS**Working hours**

We respect the working hours according to the law with regard to the needs of each of us and our complex projects with our business partners. We do not exceed the permitted overtime limits. We promote work-life balance. We create flexible working conditions for all employees.

Wages and benefits

We ensure fair wages in accordance with the law. We offer competitive benefits. All wages are paid on time. We regularly review our wages and benefits to reflect current market conditions.

Ethical recruitment practices

We respect the rights of all applicants. We ensure that the entire recruitment process complies with ethical standards. We treat candidates fairly and transparently.

Child labor and young workers

Child labor is prohibited. We only employ workers who meet the legal minimum age for employment. We comply with all laws protecting underage workers.

Modern Slavery

We reject all forms of slavery and forced labour. We are not involved in human trafficking. Working conditions are free and their observance is voluntary. Our employees have the right to terminate their employment at any time.

Freedom of association and collective bargaining

We support the right of employees to associate. We respect collective bargaining. We provide information about employees' rights to associate.

RESPECT AND EQUALITY IN THE WORKPLACE**Non-discrimination and harassment**

We do not accept any form of discrimination. All employees have equal rights. We fight against all forms of harassment. In the event of inappropriate behavior, we are ready to deal with the situation.

Women's rights

We support gender equality in the workplace. We fight against any discrimination against women. We ensure a safe and respectful working environment. We give equal development opportunities to all women.

Diversity, Equity and Inclusion

We respect the diversity of our employees. We support equal opportunities for all.

Rights of Minorities and Indigenous Peoples

We protect the rights of minorities and indigenous peoples. We respect their culture and traditions. We do not support any forms of discrimination.

Environmental Protection and Human Rights**Rights to Land, Forests, and Water and Forced Eviction**

Preventing eviction and confiscation of land, forests, and water during acquisition, access, or other use of land, forests, and water.

Use of Private or Public Security Forces

We protect company property using private or public security services in accordance with applicable laws, including both physical security and electronic protection. These services are not used for any activities other than protecting company property.

ETHICS AND INTEGRITY IN BUSINESS**Anti-corruption and anti-money laundering**

We do not support any form of corruption. We define what is meant by a bribe.

Bribe: Any financial or non-financial benefit provided directly or indirectly, which is not legally claimable and the aim of which is to obtain or maintain business other than through one's own activities and performances, to influence business or other decisions or to obtain an unfair advantage.

No bribe: Gifts or entertainment in accordance with market practice intended to present or promote a good name, unless an unfair advantage is expected in return. Gifts and hospitality must be of reasonable value and frequency according to the circumstances. Participation in social, educational or sporting events is not a bribe if it meets the above conditions. Donations and invitation campaigns are recorded.

Financial Accountability (Accurate Records)

We keep accurate and transparent accounting. We comply with all financial regulations. We undergo regular checks and audits. Our financial records are available for external audit.

Disclosure of information

We publish information in accordance with the law. The credibility of our information is a priority for us. We provide all interested parties with access to important information about our company.

Fair competition and antitrust rules

We support fair competition in the market. We comply with antitrust laws. We are not trying to gain illegal advantages in the market.

Conflict of interest

A conflict of interest does not automatically exclude a third party from our relationship with us. However, if there is a conflict between the company's interest and personal interest, the employee must not put his personal interest before the interests of our company. It is important that a third party does not gain any undue advantage as a

result of their relationship with the company's employees. In situations where there is a risk of conflict of interest, we set out the following procedures:

- Employees are obliged to report to their superiors situations leading to the occurrence of an actual or suspected conflict of interest.
- Superiors are responsible for resolving any actual or perceived conflicts of interest.
- A person in a conflict of interest must not participate in decision-making to which the conflict of interest relates.
- The management of conflicts of interest must be properly documented.

In this way, we ensure that our decision-making is always objective and in line with our company's ethical principles.

Intellectual Property

We protect and respect the intellectual property rights of our own and others. We ensure that all our products and services comply with applicable intellectual property laws.

Counterfeit Parts

We do not support the use of counterfeit parts. We ensure that all parts come from trustworthy and certified suppliers.

Export Controls and Economic Sanctions

We comply with all applicable regulations regarding export controls and economic sanctions. We ensure that our products and services are not delivered to countries or individuals subject to sanctions.