

Code of Ethics

BKB Metal, a.s. Code of Ethics

The BKB Metal Company's reputation is highly valued and must be maintained and protected.

All managerial staff and employees are obliged to act in full compliance with the rules, as defined by the Code of Ethics.

The Code of Ethics serves as a guide to proper business conduct.

It clearly states the ways of conduct which build trust, credibility and reputation.

All employees are requested to follow the law and regulations, in full compliance with the Code of Ethics.

We believe that the ethical and economical values are inter-linked and that honest practices and the Code of Ethics must be reflected in our daily lives.

Company Culture and Ethics Requirements

1. All employees must comply with the Czech and International Laws and Regulations
2. All employees must avoid conflicts of their personal and the company's interests. Namely, they are not permitted to participate in negotiations with competitors, suppliers and customers or to enter private relationships which might give rise to conflicts of interest.
3. No employee can accept courtesies of any form, particularly gifts and advantages which may adversely affect their business decisions.
4. Employees are not allowed to offer impermissible advantages to business partners, their employees and any other persons, neither in person nor through other persons
5. The company follows the Rules of Competition.
6. All employees must always consider customers to be the priority. Customer satisfaction is more important than immediate profits. Customers have the right to be dealt with in a polite and respectful way, including complaint procedures.
7. Confidential information must be treated with care. This covers information considered to be confidential by the company, by its contractual partners and by customers. All information which is not publicly provided by BKB Metal, a.s. is confidential. Such information cannot be provided to unauthorised persons. This liability does not finish with employment termination.
8. All employees must follow the valid BKB Metal, a.s. General Data Protection Regulations and Requirements with respect to employees, customers and investors.

9. All employees must use the company resources efficiently and responsibly. No employee can use the company resources for unapproved private purposes.
10. We expect all employees to respect human dignity and rights. All employees are obliged to secure human rights and contribute to the atmosphere of mutual respect, opposing any signs of racial, ethnic, gender, age group, sexual, religious and political discrimination as well as discrimination of the handicapped.
11. All employees must comply with the corporate Health and Safety Regulations.
12. BKB Metal a.s. is an environmentally friendly company and all employees are expected to prevent being harmful to the environment and must be economical with natural resources.

The above- mentioned rules and ways of conduct constitute essential elements of the company's Code of Ethics and they are binding for all BKB Metal, a.s. employees, commencing the actual or scheduled date of acknowledgement.