



Ethical code for business partners

FLÍDR Group requirements for sustainable development in relations with business partners – Ethical code for business partners

The following requirements specify the expectations of Flídr Group regarding the attitudes and behaviour of business partners within their business activities. These requirements form the basis of the successful building of business relationships between Flídr metal s.r.o. and Flídr plast s.r.o., hereinafter referred to as Flídr Group, and its business partners.

Cooperation

The requirements are governed by national and international regulations and conventions, internal standards, and values. Among other things, it is based on the principles of the Global Compact, the Charter for the Long-Term Sustainable Development of the International Chamber of Commerce and the relevant conventions of the International Labour Organization, further complemented in the areas of our IMS policy and the requirements of the supply chains which we are part of.

In competition with competitors, in an effort to achieve successful and lasting business activities, we place emphasis on the quality and value of our products and services. We perceive that our business partners have a share in the business success of Flídr Group. Partner behaviour creates permanent business relationships from which both parties can draw. That is why Flídr Group prides itself on close cooperation with its business partners. The core values of our cooperation are integrity, honesty, transparency, and partnership. Flídr Group professes solid, honest conduct in everyday business activities that are in accordance with recognized rules. Such behaviour is also expected from trading partners, particularly in the areas of human rights, occupational safety, health protection, environmental protection, the fight against corruption and the ability to meet their obligations. Therefore, Flídr Group expects that business partners and their employees shall also act responsibly and shall be bound by compliance with the requirements set out in this document. Flídr Group also expects its business partners to promote compliance with these requirements by their suppliers. No third parties may make any claims based on these requirements.

Application area

The requirements for sustainable development apply to all business relations between Flídr Group and its business partners.

Flídr Group reserves the right to verify compliance with these requirements with business partners, in accordance with the relevant applicable law, in particular the right to data protection.



Ethical code for business partners

Environmental protection	<ul style="list-style-type: none">- We take responsibility for continuous improvement of the environmental acceptability of our products and reducing the burden on natural resources, taking into account economical aspects. For these reasons, compliance with all relevant environmental laws and regulations by business partners in all countries in which they operate goes without saying. The following are binding:<ul style="list-style-type: none">- our IMS policy,- environmental objectives,- the requirements of the supply chains of which we are part of- entries in performance lists for standard parts.- environmentally oriented management system according to the international standard ISO 14001 or the EMAS decree of the European Union.- active handling of environmental challenges, including efforts to develop and scale up green technologies.- reversal of environmental and health damage; Products and processes with low resource consumption and low emissions of gases causing the greenhouse effect; in all types of activities, effects on the environment and the health of employees are prevented or minimized. During the development phase, production and use of products and other activities shall be considered saving of energy and raw materials, the reduction of greenhouse gas emissions to a minimum, the use of renewable resources and the minimization of damage to the environment and health.- in the development, production and use of products, as well as in other activities, waste prevention, reuse, recycling, as well as safe and environmentally sound disposal of residual waste shall be taken into account- employees are informed, qualified and motivated in the field of environmental protection according to their work tasks.
Safety	<ul style="list-style-type: none">- Emergency preparedness- incident and accident management- fire protection



Ethical code for business partners

Workers' rights

- respect for internationally recognized human rights as the basis of all business relations. In particular, the following provisions must be respected, as well as the labour law of the country in which the trading partner operates:
- recognition of the fundamental right of all employees to form and represent unions and to be members of them. Where this right is restricted by local law, alternative options for employee representation in accordance with the law should be encouraged.
- in the avoidance of discrimination – equality of opportunity and equal treatment are guaranteed, regardless of ethnic origin, colour, sex, religion, nationality, sexual orientation, social origin or political opinion, provided that these are based on democratic principles and tolerance towards otherwise-minded people. As a matter of principle, employees are selected, recruited and supported on the basis of their qualifications and abilities.
- exclusion of forced labour – we reject any conscious use of forced and compulsory labour, including debt slavery or involuntary labour of prisoners.
- exclusion of child labour – focus on ensuring the minimum age for employment according to the rules of state standards are followed.
- other bonuses and performances paid or provided for a normal working week shall correspond at least to the legally valid guaranteed minimum. In the absence of statutory or tariff-contractual adjustments, they are oriented according to sectoral or locally customary tariff remuneration and benefits, which shall ensure an adequate standard of living for employees and their families.
- working hours correspond at least to the relevant national legal norms or minimum standards of the economic areas concerned.
- occupational health and safety – the business partner shall comply at least with the relevant national occupational health and safety standards and shall, within this framework, implement adequate measures to ensure health and safety in the workplace in order to ensure working conditions which do not endanger the health of workers.

Transparent business relationships

- preventing conflicts of interest – business partners make their decisions solely on the basis of factual criteria and do not allow themselves to be influenced by personal interests and relationships.
- fighting corruption – we support national and international efforts to ensure that competition is not influenced or distorted by corruption and reject any corrupt and business-damaging kind of behaviour. All business partners are to reject and prevent any form of corruption, including so-called "facilitation payments". Business partners must ensure that their employees, subcontractors or agents do not provide or offer bribes or other unacceptable gifts or other unacceptable payments and benefits to customers, officials or third parties or accept such payments from them.



Ethical code for business partners

Fair competition	<ul style="list-style-type: none">- competition – we require our business partners to comply with applicable laws on field of competition and also cartel laws. In particular, they shall not enter any anti-competitive agreements with competitors, suppliers, customers and other third parties, nor shall they use and abuse any possible dominant position on the market.- control import and export – when importing and/or exporting goods and services, business partners comply with all applicable laws.- Money laundering – business partners maintain business relationships only with business partners whose integrity they are convinced of. They must ensure that the applicable legal provisions against money laundering are not violated.
Raw materials from conflict and high-risk areas	<ul style="list-style-type: none">- we expect from our suppliers not to use materials produced from melted minerals from conflict sources. Minerals shall be considered to originate from conflict sources if their extraction, transport, trade, handling/processing or export directly or indirectly supports non-State armed groups.- we recommend using the standard Conflict Minerals Reporting Template, issued by the Conflict-Free Sourcing Initiative (CFSI), for this purpose. Based on the data obtained from the CFSI, Volkswagen shall inform its suppliers who have business relations with a foundry or refinery producing from conflict sources about the possibilities of using foundries or refineries producing from non-conflict sources.- We urge our suppliers not to strengthen or support armed conflicts, either directly or indirectly.
Ability to meet commitments	<ul style="list-style-type: none">- financial stability- the requirements of laws and regulations in the country of arrival, in the country of dispatch and in the country of destination identified by the customer, if any.- We require our suppliers to declare that they are not aware of any circumstances that would prevent them from fulfilling their obligations arising from our business relationship at the time the relationship is concluded, and in the event that such a circumstance occurs in the course of the business relationship, they shall notify us immediately.

Authentication method

Verification of compliance with the above requirements takes place as part of a planned audit approved by both parties, carried out by an eligible qualified person representing the first or second party to the contractual relationship in the form of

- (a) the supplier's risk assessment.
- (b) monitoring of the supplier.
- (c) the development of the supplier's quality management system.
- (d) product audits.
- (e) process audits.



Flídr metal s.r.o. and Flídr plast s.r.o.

Ethical code for business partners

Consequences in the event of a breach of these requirements

Flídr Group considers compliance with the requirements formulated in this document to be essential for the relevant contractual relationship. If a business partner of Flídr Group fails to comply with these requirements, Flídr Group reserves the right to terminate the business relationship with this business partner by extraordinary notice. Flídr Group has the exclusive right to decide on the possible non-application of this procedure and the adoption of alternative measures in the event that the business partner credibly assures and proves that it has immediately taken measures to prevent similar violations in the future.

Date: 20 July 2021

Karel Flídr - Managing Director