



Code of ethics for the business partners

Business partners of Flídr metal s.r.o. and Flídr plast s.r.o. accept this Code of Ethics as one of the pillars of the business partnership between our companies and undertake to comply with this document throughout the duration of the business relationship.

The code of ethics for business partners is based on the code of ethics of Flídr metal s.r.o. and Flídr plast s.r.o., customer requirements, normative and legislative requirements.

In the case of the suspected violations of the described principles by the partners, such actions will be dealt with them within the framework of the business relationship, and in the case of the suspected illegal actions, also through the relevant authorities.

PROTECTION OF THE GOOD REPUTATION OF THE BUSINESS PARTNERS	Business partners undertake to protect the good name of their business partners in non-work communication and in communication with the other business partners.
CONDUCT IN COMPLIANCE WITH THE LAW	Business partners undertake to comply with the requirements based on the latest applicable laws and regulations and the other requirements in force in the countries, where they provide the processes and services or manufacture the supplied products.
RELATIONSHIPS TO THE EMPLOYEES	<p>Business partners are committed to the following points in relation to the employees:</p> <ol style="list-style-type: none">1. The company bases employee relations on the respect for the dignity of each person.2. The company creates favorable and safe working conditions for the work of its employees and enables the improvement of their professional level.3. The company employs employees based on their suitability for the job without any political, racial, religious or national discrimination, regardless of gender, age or status. It is forbidden to collect and record any information that could contribute to the discrimination. At the same time, the company emphasizes the compliance with the working conditions for teenagers and pregnant women.4. Child labor and modern slavery (eg forced labour, serfhood and human trafficking) are prohibited in the company.5. The company does not allow any form of discrimination of gender, race, religion, sexual orientation, political beliefs or nationality.6. The company does not allow any form of harassment – sexual, psychological or physical.7. The company provides fair remuneration of its employees for the work performed, including proper payment of wages.8. The company guarantees and at the same time requires compliance with the principles of the safe work, compliance with and use of the legally defined working time fund.9. The company respects all rights of the employees in the area of freedom association and collective negotiation.



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RELATIONS AT THE WORKPLACE	Business partners are committed to create the functional working relationship and an atmosphere of cooperation, which is the basis of the company's successful development and contributes to the quality of the performed work and also to the quality of the produced products and services.
CORRUPTION, CONFLICT OF INTEREST, FAIR COMPETITION, AND ANTIMONOPOLITAN MEASURES	Business partners are committed not to tolerate any manifestations of the corruption, extortion or bribery in their company. When working with the customers, suppliers and the other partners, the employees of business partners can not accept or demand any gifts, payments, or in any other way to influence impartial negotiations. The relations with the suppliers and customers, when choosing goods or services, must take place only on the basis of the competitive conditions of quality and price and must be socially beneficial. If there is a risk that the employee could be in a conflict of interest while performing his/her work, he/she is obliged to report this to his/her superior. At the same time, it is strictly forbidden to influence fair competition in any way, or facilitate violations of the applicable antitrust measures.
PROTECTION OF THE SENSITIVE INFORMATION	All non-public information, of which publication or disclosure could benefit competitors or harm the company, its suppliers, customers or employees, is considered as the sensitive information. These include trade secrets, patents, trademarks, technical documentation, technology, manufacturing issues, business plans, proposals, databases, financial datas, payroll information and personal employee information. Employees of business partners who come into contact with this information are required to maintain the confidentiality of such sensitive information, that has been communicated to them or gained access to them in the course of business dealings with the business partner's company. No one can use this information for personal profit.
PROPERTY PROTECTION	Business partners must ensure the protection of the property of Flídr metal s.r.o. and Flídr plast s.r.o., which will be used by both parties as part of their business partnership, These are, for example, returnable packaging, gauges, control devices, tools, etc.
ENVORONMENT	In all activities, including planning, production, sales and all handling of the products, the business partners protect the environment and comply with the applicable legislative regulations on environmental protection, such as handling waste and hazardous substances. Business partners are also required to follow the global trend of ecological thinking, such as reducing energy and resources, recycling waste, replacing outdated technologies with new technologies with less impact on the environment, and using renewable energy sources.



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

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SAFETY AND HEALTH PROTECTION	Business partners are committed to follow valid legislative regulations in the field of health and safety (BOZP) in their all activities. It is important to identify possible risks and try to prevent them, to endanger and burden interested entities/parties as little as possible with your activities, and to minimize any negative effects of your activities.
WISTLEBLOWER PROTECTION	Business partners are committed to implement the procedure of whistleblower protection in their code of ethics or internal guidelines.
SAFETY AND SECURITY OF THE DELIVERIES	Business partners are committed to prepare emergency plans, to ensure emergency readiness and a fire protection system, in order to prepare for unexpected situations and thereby secure the stability of the supplies during the duration of the business relationship.
USE OF THE MINERAL SOURCES FROM THE CONFLICT AND RISK AREAS	The company Flídr metal s.r.o. and Flídr plast s.r.o. expect from their suppliers not to use materials produced by melting minerals from the conflict sources. Minerals are considered to come from the conflict sources if their extraction, transport, trade, handling, processing or export directly or indirectly support non-state armed groups. We recommend to use the Conflict Minerals Reporting Template published by the Conflict-Free Sourcing Initiative (CFSI).
ABILITY TO GET OBLIGATIONS	Business partners are expected to have financial stability and the ability to fulfill agreed contractual obligations. In the event that they are aware of the circumstances that would not allow them to fulfill their obligations arising from the negotiated business relationship at the time when this relationship is concluded, they are obliged to notify this circumstance before the signing the business contract and in the event that such a circumstance occurs during the business relationship, it will be notified immediately by the representatives of the concerned company to Flídr metal s.r.o. and Flídr plast s.r.o.
CONTINUOUS IMPROVEMENT	Business partners are expected to implement a system of the continuous improvement, raise awareness of the quality among all their employees, and raise the professional level of the key employees.
COMPLIANCE AND VERIFICATION OF THE CODE OF ETHICS BY THE BUSINESS PARTNERS	Compliance and verification of the Code of Ethics for the business partners of Flídr metal s.r.o. and Flídr plast s.r.o. will be checked as a part of the customer audits or supplier self-audits. In case of non-compliance with this Code of Ethics, corrective actions will be required as a part of the action plan from the audit.

V Širokém Dole, dne 18.10.2023

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Ing. Karel Flídr
CEO