

# Code of Ethics.

INAPA s.r.o. behaves morally, honestly and responsibly towards its employees, customers, suppliers and all stakeholders. It expects its business partners to observe the same ethical principles for work, the environment, safety and health protection.

## 01 SCOPE AND BINDING FORCE

The Code of Ethics applies to all business relationships between INAPA s.r.o. and its partners, customers and suppliers. Its requirements are passed on to suppliers, who pass them on to their own suppliers.

## 02 ETHICS

We stand against all forms of corruption, bribery and coercion. We honour and observe the rules of fair and open competition and prevent situations leading to their breach.

## 03 COMPLIANCE WITH LAW

We always abide by all applicable laws, regulations, rules and standards. Their observance and systematic control is the basis of the company's ethical standards.

## 04 LABOUR AND BAN ON CHILD LABOUR

We do not use forced, bonded or child labour. We employ no one under 18. We honour the applicable laws of the Czech Republic and the European Union.

## 05 FIGHT AGAINST ORGANISED CRIME

New employees are required to provide a criminal-record extract. Access to websites with potentially criminal content is blocked by software.

## 06 ANTI-DISCRIMINATION POLICY

We ensure a workplace free of harassment and discrimination — based on race, skin colour, gender, age, sexual orientation, ethnicity, disability, religion, political opinion, union membership or marital status. Staff are paid fairly and in line with wage regulations.

## 07 OCCUPATIONAL HEALTH AND SAFETY

We provide a safe working environment that supports accident prevention and minimises health risks. An OHS Policy has been issued.

## 08 ENVIRONMENTAL PROTECTION

We comply with applicable environmental regulations and in all activities save resources and protect the environment.

## 09 CONFLICT OF INTEREST AND MODERN SLAVERY

Employees avoid conflicts between personal interests and the company's interests; abusing one's position and internal information is prohibited. We do not permit any form of modern slavery or human trafficking.

## 10 WHISTLE-BLOWER PROTECTION AND ESCALATION

Employees who report improper conduct face no intimidation or harassment. Breaches of the Code can be reported to a superior; submissions are reviewed by company management. Reports may also be sent to [inapa@inapa.cz](mailto:inapa@inapa.cz).

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Prepared by: Vít Navrátil — QM manager. Effective from 23 June 2022.

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