



CODE OF ETHICS OF THE CHEMOSVIT GROUP

We have been building the company's reputation for a long time through a responsible and ethical approach to business. Violation of ethical and moral principles can have a negative impact on the company, its reputation and operations. We ensure that our managers, employees, associates, business partners and all persons involved in our business supply chain follow and adhere to ethical and moral values and rules.

Socially responsible and ethical business is our priority. Mutual cooperation, respect and striving for improvement are the fundamental pillars of our business.

WE DO BUSINESS THE RIGHT WAY

LIABILITY TO SHAREHOLDERS

We do business in a way that protects and enhances the assets of the CHEMOSVIT Group. We provide shareholders with timely and true information about the company standing and business, in accordance with generally binding legal and internal regulations.

RELATIONS WITH BUSINESS PARTNERS

We conduct business negotiations responsibly, honestly and with integrity. We build relations with our business partners on agreed contractual terms and rules, with discretion, justly, without favouring one party, prejudice or discrimination.

We respect and protect the intellectual property, trade secrets and confidential information of our business partners, in accordance with the terms and conditions of any contract made.

We expect our suppliers and contractors to adhere to generally applicable ethical standards and principles as set forth in this Code. The obligation to comply with the principles of the Code of Ethics is part of the business relationship, and non-compliance is a reason for its reconsidering.

RELATIONS WITH STATE ADMINISTRATION, INSTITUTIONS AND THE PUBLIC

We comply with all applicable laws, regulations and standards in every country we operate in and do our business. In the interest of the company, we create and maintain good relations and effective communication with representatives of the state administration, local government, mass media and other public institutions. We provide timely and true information, as required by the applicable legislation.

FAIR ECONOMIC COMPETITION

We compete honestly and ethically on the market, in accordance with the principles of fair, open competition and goodwill complying with law. We monitor the laws and regulations preventing the legalization of incomes from criminal activity and tax evasion. We apply processes to ensure compliance with the laws, conduct business transactions using legitimate and legal funds.

PRODUCT AND SERVICE QUALITY AND SAFETY

Top product quality and customer satisfaction are a priority for us. Our quality control processes are in place to ensure compliance with legislation and customer requirements for the quality and safety of our products.

ENVIRONMENTAL RESPONSIBILITY

In running business, we comply with applicable laws and regulations on environmental protection. We minimize the harmful effects of our activities on the environment and strive to enhance the environmental friendliness of our manufacturing processes.

HEALTH AND SAFETY

We create a healthy, safe work environment and comply with all applicable laws and regulations regarding occupational health protection. We ensure a high level of health and social care for employees.

SUSTAINABILITY AND SOCIAL RESPONSIBILITY

We are aware of the impact of our decisions on society, the community and the environment, therefore why we approach all three pillars of social responsibility and sustainability actively (ESG – Environmental – Social – Governance). We believe that following this approach, we are able to make a positive contribution to the global sustainable development.

APPLICATION OF THE CODE OF ETHICS

An employee is obliged to notify his/her direct superior of the violation of the Code of Ethics, or send it to the e-mail box of the ethics line: eticky.kodex@chemosvit.sk. Violation of the principles of the Code of Ethics is considered a violation of the principles of work discipline, agreement, contract, business contract, etc., and a violator will be fined as per the applicable internal regulations, legislation and contracts. The Code of Ethics is available on the Internet at www.chemosvitgroup.com.

WHISTLEBLOWER PROTECTION

Everyone who is informed of the violation of the Code of Ethics, or who is part of its solving process, is bound by confidentiality and must maintain the anonymity of the whistleblower. This anonymity can only be removed upon the consent of the informant. No sanctions will be applied to the whistleblower who reports a violation of the Code of Ethics. An exception is a deliberately false report with the intention of harming someone else, where the said action itself is considered a violation of the Code of Ethics.

WE RESPECT PEOPLE AND COMMUNITIES

HUMAN RIGHTS AND FREEDOMS

We respect basic human rights and freedoms, freedom of speech, the right to information and the exchange of ideas, which we find essential; we strive to communicate with dignity and create an atmosphere of mutual respect, trust and fellowship.

We support fair treatment and equal opportunities of people regardless of race, colour, gender, language, religion, political and other opinions, nationality or social origin, property, sexual orientation, health condition, age, disability or other differences.

Forced labour, slavery and child labour are strictly prohibited. We do not accept offensive, intimidating and insulting behaviour or sexual harassment.

RELATION TO EMPLOYEES

We support freedom of thought, we act openly, honestly and fairly, encourage the personal and professional growth of the employee from professional and ethical points of view.

We maintain legal, objective, transparent and ethical labour relations, without any form of discrimination in hiring, remuneration, career development or dismissal of employees.

An employee is obliged to behave and act loyally to the company so as not to harm its reputation, and not to disclose internal information of the company and his/her job position.

POLITICAL AND PUBLIC ACTIVITIES

We respect world peace and do not support activities aimed at escalating tension and conflicts.

We respect the rights of employees to their membership in trade unions and employee organizations; we create space for effective negotiations on employees' conditions.

An employee must not engage in political activities on behalf of the company, nor must his/her participation in political activities be in conflict with the interests of the company.

Political activities during working hours or in the company premises are prohibited.

RELATIONS WITHIN THE COMPANY

PROTECTION OF THE COMPANY ASSETS

We protect the tangible and intangible assets of the company and the customer, ensuring their efficient use. Any unauthorized use of the company property for personal purposes or someone else's need, without the prior consent of the company, is considered theft or misuse of property.

Alienation of property of co-workers, or other persons entering the company's premises is considered theft and is inadmissible.

ANTI-CORRUPTION PROGRAM

We do not offer, provide or accept bribes, gifts or other benefits in any form. The exception is promotional and information items, samples and refreshment, if their acceptance does not create any obligation or doubt of impartiality.

An employee must not use his/her position in the company for private purposes and must avoid relationships and situations that question his/her impartiality and objectivity by accepting benefits and counter-services from a third party.

Charitable contributions and sponsorships are provided in a transparent way under clearly defined criteria so that no suspicions of corruption may arise.

CONFLICT OF INTERESTS

We require employees to avoid situations and actions that could be assessed as a conflict of interest. A conflict of interests arises if personal interests interfere with the duties of the employee and his/her loyalty to the company, and his/her activities could damage it or put it at a disadvantage.

Ing. Pavol Králik
Chairman of the Board of Directors
of the CHEMOSVIT Group

Ing. Martin Lach
Vice-Chairman of the Board
of Directors of the CHEMOSVIT Group