



CODE OF CONDUCT FOR SUPPLIERS
OF THE GROUP TŘINECKÉ ŽELEZÁRNY – MORAVIA STEEL

Social responsibility and adherence to their principles is a key element of the values of the TŘINECKÉ ŽELEZÁRNY, a.s. - MORAVIA STEEL a.s. Group.

This Code of Conduct for Suppliers of the TŘINECKÉ ŽELEZÁRNY – MORAVIA STEEL Group (hereinafter referred to as the Code of Conduct for TŽ/MS Suppliers) expresses the basic rules of conduct of the Supplier in the following areas for fulfilling the principles of social responsibility and sustainable supply chain.

Ethical principles and legal rules and regulations.

- The Supplier consistently and unconditionally observes and fulfils its obligations stipulated by legal regulations and decisions of public authorities.
- The Supplier fulfils its contractual obligations by fair means.
- The Supplier carries out its business and other activities in accordance with ethical principles, including the principles of fair trade and fair competition.

Socially responsible company.

- The Supplier respects and supports the principles of social responsibility, performs its business and other activities and behaves as a socially responsible company.
- The Supplier effectively seeks, in its business and other activities, to prevent their adverse effects on the regions in which the Supplier acts, their inhabitants and the environment.
- The Supplier effectively seeks, in its business and other activities, to contribute to the development of the regions, in which the Supplier acts, and their inhabitants, and to the protection and improvement of the environment.
- The Supplier takes care of its good business name and credibility through its properly performed business and other activities, the proper fulfilment of its obligations and its transparency.
- The Supplier advocates established relationships with its business partners, public authorities, employees and the public based on mutual respect and confidence in fair dealing.
- The Supplier ensures that the principles of social responsibility and this Code of Conduct for TŽ/MS Suppliers are adequately observed by its business partners.

Employees.

- The Supplier employs only persons who meet the legal conditions and only in accordance with legal regulations, does not use any form of illegal work, including forced or compulsory work.



- The Supplier strictly respects the rights of its employees, including the right to associate and bargain collectively, and duly fulfils its obligations to employees.
- Neither the Supplier nor its business partners use child labour, unless it is exceptionally permissible work according to legal regulations effective in the territory of the Czech Republic.
- The Supplier complies with the procedures and conditions stipulated by legal regulations, including the length of working time, rest and breaks at work, ordering overtime, remuneration, making deductions from wages or terminating employment relationships.
- The Supplier duly remunerates its employees and provides him with allowances for work at night, on weekends and holidays, for overtime work and other extra payment in accordance with legal regulations.
- The Supplier respects diversity and heterogeneity, does not allow discrimination in relation to race, colour, language, religion and belief, physical abilities, sexual orientation, gender, health status, age, marital / parental status, nationality, social or ethnic origin, property, membership of a trade union or political opinion and other status.
- The Supplier constantly ensures that its employees are constantly acquainted with the principles of social responsibility and are guided to comply with them.

Whistle-blowing policy.

- Supplier enables his employees and other persons to practice whistle-blowing, make queries and complaints.
- The Supplier deals thoroughly with all reports, queries and complaints and resolves them and uses them for taking the appropriate action.
- The Supplier guarantees, in accordance with legal regulations, the protection of these employees and other persons against retaliation.

Occupational Health and Safety.

- The Supplier consistently ensures the occupational health and safety of its employees as well as other persons at its workplaces.
- The Supplier creates the most favourable working conditions, advocates for the prevention of accidents and ensures that every activity is carried out using safe working procedures.
- The Supplier processes, systematically evaluates and updates the risks of potential health damage at work and takes measures to eliminate them.
- The Supplier educates its employees and trains them for safe work and health protection.
- The Supplier provides its employees with personal protective equipment. In the case of the occurrence of risk factors, the Supplier takes appropriate measures to protect health, including the provision of protective beverages at workplaces with increased thermal and physical stress.



- The Supplier ensures that its employees and other persons used to fulfil its obligations towards its customers comply with the rules and obligations of the occupational health and safety at its workplaces and the workplaces of its customers, as well as during other activities for its customers.
- The Supplier consistently acquaints its business partners with the risks associated with the performance, which is provided to them by the Supplier, as well as with the rules and obligations to exclude or limit these risks.

Business Partners.

- The Supplier treats all its business partners honestly and transparently, with respect and fairness; fulfils its obligations to its business partners by fair means.
- The Supplier applies the principle of continuous improvement and continuous increase of the utility value of its performance for the customer while reducing the burden on the environment. It applies a zero-error strategy.
- The Supplier systematically evaluates and discusses with its customers their satisfaction with the supplier's performance and activities
- The Supplier enables its customers to perform customer audits, even on the premises or other workplaces of the Supplier and its subcontractors participating in the performance for the Customer. The Supplier shall immediately discuss with the Customers their comments on the fulfilment of its obligations to the Customers.

Corruption.

- The Supplier applies a zero tolerance for corruption.
- The Supplier consistently manages its employees and strictly requires them to refrain from any corrupt practices; no one may, in connection with the performance of work for, on behalf of or in connection with the Supplier, demand or accept any performance in exchange for or promise to provide any benefit, nor offer or provide such performance; any corrupt practices will be subject to strict disciplinary action.

Economic competition and intellectual property.

- The Supplier respects economic competition and intellectual property and protects personal data.
- The Supplier advocates a free, honest and fair competition; does not do anything to distort such competition.
- The Supplier respects intellectual property rights, maintains confidentiality of trade secrets and other confidential information.
- The Supplier shall avoid conflicts of interest and situations that may give rise to suspected conflicts of interest.



- The Supplier always manages and processes the personal data of employees, as well as all other persons, whose personal data have been provided, only in accordance with legal regulations.
- All employees of the Supplier, who come into contact in the performance of their work duties with personal data, with information forming the subject of a trade secret or with other confidential information, are obliged to maintain the confidentiality of such data and information.

Environment.

- Environmental protection is an essential part of the Supplier's business and other activities.
- The Supplier actively approaches to the reduction of the impact of its business and other activities on the environment.
- The Supplier takes care of the thrifty and reasonable use of natural resources (for example, water, energy sources and raw materials).
- The Supplier develops, uses and supplies customers with its products and other services in such a way as to limit their negative impact on the environment, including energy consumption and greenhouse gas emissions.
- When dealing with waste, the Supplier prioritizes its recycling and closed water circuit systems and industrial wastewater treatment plants; establishes and implements chemical and energy management; gradually reduces emissions of pollutants into water and air; strives to achieve carbon neutrality.

In Třinec, on 28th June 2021

Ing. Česlav Marek, m.p.

First Vice-Chairman of the Board
TŘINECKÉ ŽELEZÁRNY, a. s.

Ing. Henryk Huczala, m.p.

Second Vice-Chairman of the Board
TŘINECKÉ ŽELEZÁRNY, a. s.

Ing. Petr Popelář, MBA, m.p.

Chairman of the Board
MORAVIA STEEL a.s.

Mgr. Krzysztof Roch Ruciński, m.p.

Vice-Chairman of the Board
MORAVIA STEEL a.s.