

CODE OF ETHICS

Avex Steel Products s. r. o.

The Code of Ethics is a key document of Avex Steel Products s. r. o., which defines the principles and rules of ethical conduct for all employees, both in internal cooperation and in relations with external entities. The company is committed to its corporate values and compliance with legal principles. Maintaining the Company's good reputation and mutual trust is a top priority.

MISSION AND SCOPE OF THE CODE OF ETHICS

Mission Statement

The Code of Ethics defines the standards of behavior of the employees of Avex Steel Products s.r.o. at all levels of internal cooperation within the company and in relation to business partners, state authorities and the public sector. It sets moral standards for employees and provides third parties with an assurance of the company's ethical conduct.

Scope of Application

This Code applies to all employees of Avex Steel Products s.r.o. and to all persons acting on behalf of the company. Employees are obliged to comply with the Code and to familiarize themselves with its contents. The rules of this Code also apply to the evaluation of current and potential suppliers.

KEY PRINCIPLES

Conflict of Interest

Employees must ensure that their private activities do not conflict with the interests of Avex Steel Products s.r.o. Any potential conflict of interest must be reported immediately to a superior.

Confidentiality and Protection of Information

All information related to the company's business is confidential and may only be used for work-related purposes.

Compliance with Laws

The Company strictly complies with all applicable laws. In the event of a conflict between this Code and the law, the law shall prevail.

Environmental Protection

The company will minimize the environmental impact of its activities and prioritize sustainable production and operations.

Competitive environment

Avex Steel Products s. r. o. will treat competitors fairly and follow the principles of fair competition.

Sponsorship and donations

All sponsorships and donations must comply with legal regulations and cannot be directed to individuals or for private purposes.

Relationships with Business Partners

The company shall adhere to the principles of fair play and provide truthful and transparent information about its products and services.

Anti-Corruption Policy

Employees may not solicit or accept payments, gifts or other benefits that could influence business decisions.

Human Rights and Non-Discrimination

The company respects human rights and rejects any form of discrimination, harassment or unequal treatment.

Working Conditions

The company provides safe and healthy working conditions for all employees and expects responsible behavior.

Protection of Company Reputation and Assets

Employees must protect the Company's physical and intellectual property and use it in accordance with Company policies.

RESPONSIBILITY AND COMPLIANCE

Senior management is responsible for ensuring compliance with this Code. Violations may be reported anonymously and will not be retaliated against. Any violation of this Code will be considered a violation of work discipline.

FINAL PROVISIONS

This Code of Ethics is effective from the date of its signature by the Company's top management and is valid indefinitely. Amendments may be made only by the Company's Management Board.

Otrokovice, February 5. 2. 2025

Jiří Gistr

Executive Director, Avex Steel Products s. r. o.