

## Code of Ethics of the research organization

### COMTES FHT a.s.

The research organization COMTES FHT a.s. focuses on providing comprehensive services in the field of research and development of metal materials and measurement of material properties. We provide design and optimization of production technologies including tool design, prototype testing and testing in an accredited testing laboratory.

We consider our Code of Ethics to be an important key element and an integral part of our corporate strategy. The business strategy of COMTES FHT a.s. is based on the principles of values, mission and vision. The research organization COMTES FHT a.s. communicates with all stakeholders and, based on the results, modifies its next steps to best reflect the actual needs of these parties. The aim is to work for the benefit of all stakeholders, which include:

- Company staff.
- Customers.
- Suppliers.
- Company management and shareholders.
- State administration and local government.
- Residents and local associations.

### Basic principles

- Respect for the laws, regulations and cultural practices of our country.
- Respect and mutual trust towards all our staff.
- Preventing human rights violations.
- Maximum helpfulness towards the customer and the supply chain.
- Acting in the interests of the company and its reputation.
- Eco-Friendly - Environmental considerations.
- Avoiding all forms of corruption, bribery and extortion.

### Staff

- We reject any attempts at discrimination and respect employees as unique individuals regardless of their age, gender, gender identity, marital status, race, color, religion, political opinion, nationality or citizenship.
- At all organizational levels, we ensure that all employees are fairly compensated and have opportunities to contribute to the success of the company.
- Motivation and compensation - we provide fair compensation for the work performed and support the protection of the employee's health with appropriate incentive tools.
- We create a free environment for reporting negative behavior - a "whistle-blowing policy".

## Customers

- Trust and confidentiality - we build and maintain a relationship of mutual trust and openness between the customer and representatives of our research organization COMTES FHT a.s.
- Quality - we produce and deliver products and services in accordance with customer requirements; we apply the requirements of the following standards: ČSN EN ISO 9001:2016; ČSN EN ISO/IEC 17020:2012; ČSN EN ISO/IEC 17025:2018.
- Price - our pricing policy for products and services reflects the true and actual costs of production, including all actual externalities.
- Product efficiency and safety - we use all the tools to increase process efficiency and provide a better and broader portfolio of products.
- When creating and delivering products and services, the customer always comes first and their satisfaction is always more important than immediate profit.

## Suppliers

- Transparency - our selection process is open and must be understandable to all stakeholders; no form of corruption or bribes is accepted.
- Fair dealing - all suppliers get the same opportunity and are treated equally and without prejudice.
- Regular evaluation - we evaluate suppliers based on quality, delivery promptness and satisfaction. The evaluation also reflects the supplier's responsiveness to quickly resolve any problems or discrepancies in deliveries.

## Environmental approach

- Environmental protection - by using all resources appropriately, we eliminate as much as possible the environmental impact of the organization's activities and supplier cooperation.
- We comply with all legal limits in the field of environmental protection and monitor production processes to reduce environmental impacts.
- We accept and respect the environmental requirements of our customers.

## Human rights and compliance with the law

- We accept and respect internationally recognized human rights and reject any participation in their violation.
- We respect the laws and legal standards of the country where the stakeholder operates.
- We harmonize work conditions, regulations and organizational rules with the legal requirements of the relevant laws and decrees in force in the Czech Republic.
- No bribery - we do not give or offer, directly or indirectly, bribes to obtain or retain business-related services.
- Prohibition of corruption and extortion - we do not obtain or accept special benefits for our own benefit or for the benefit of COMTES FHT a.s.