



## HAUK s.r.o. Code of Conduct for Social, Ethical, and Environmental Responsibility

### Introduction:

A company's success goes beyond financial achievements; it is fundamentally rooted in the ethical principles, social responsibility, and environmental stewardship that guide its actions. At HAUK s.r.o. we recognize the profound impact our operations can have on society, our employees, and the environment. As a testament to our commitment to responsible business practices, we have meticulously crafted a Code of Conduct that sets forth a comprehensive set of rules governing the behavior and practices of both individuals (employees) and the organization as a whole. This narrative aims to provide an in-depth exploration of our Code of Conduct, with a specific focus on its provisions related to social responsibility, ethics, and environmental sustainability.

### Social Responsibility:

#### 1. Equal Opportunities and Inclusion:

HAUK s.r.o. is committed to fostering a workplace that values diversity and inclusivity. Discrimination or harassment based on race, gender, age, religion, or any other protected characteristic is strictly prohibited.

We provide equal opportunities for career growth, ensuring that promotions, training, and other benefits are accessible to all employees irrespective of their background.

#### 2. Health and Safety:

Ensuring the health and safety of our employees is a top priority. All employees are expected to adhere to safety protocols and guidelines to maintain a secure work environment.

Reporting unsafe conditions or practices is not only encouraged but mandatory for the well-being of all.

#### 3. Work-Life Balance:

HAUK s.r.o. recognizes the importance of work-life balance. Employees are encouraged to take advantage of flexible work arrangements and vacation time to maintain a healthy equilibrium between their professional and personal lives.

#### 4. Community Engagement:

We actively engage with and contribute to the communities in which we operate. Our employees are encouraged to participate in volunteering activities and initiatives that uplift and support local communities.

HAUK s.r.o. has established partnerships with community organizations to address local needs and create a positive impact.

#### 5. Human Rights:

Respecting and upholding human rights is non-negotiable. HAUK s.r.o. is committed to conducting due diligence to ensure that our operations and supply chain are free from any form of human rights abuses.

### Ethical Conduct:

#### 1. Integrity and Honesty:



Employees are expected to conduct themselves with the utmost integrity and honesty in all professional dealings. Deceptive practices, fraud, or any form of dishonesty is strictly prohibited.

Transparent communication is encouraged, and employees are urged to report any unethical behavior they encounter.

#### 2. Conflicts of Interest:

Employees are required to disclose any conflicts of interest that may compromise their ability to make impartial decisions in the best interest of HAUK s.r.o.

Engaging in activities that directly conflict with the interests of the company is strictly prohibited.

#### 3. Data Privacy and Confidentiality:

Safeguarding the privacy and confidentiality of sensitive information is paramount. Employees are expected to adhere to data protection laws and handle company and client information with the utmost care.

Unauthorized disclosure of confidential information is a serious breach of our Code of Conduct.

#### 4. Fair Competition:

HAUK s.r.o. is committed to fair competition. Unfair business practices, collusion, or anti-competitive behavior is strictly prohibited.

Employees are encouraged to promote fair trade and ethical business conduct in all interactions with clients, competitors, and stakeholders.

#### 5. Gifts and Bribery:

Accepting or offering gifts, favors, or bribes that could compromise impartial decision-making is strictly prohibited.

Employees are required to report any attempts at bribery or corruption to the appropriate authorities within the organization.

#### Environmental Sustainability:

##### 1. Resource Conservation:

HAUK s.r.o. recognizes the importance of responsible resource use. Employees are expected to minimize waste, conserve energy, and adopt sustainable practices in their day-to-day activities.

Initiatives to reduce the environmental impact of our operations are actively encouraged.

##### 2. Eco-friendly Practices:

We prioritize the use of environmentally friendly materials, technologies, and processes. Employees are encouraged to seek innovative solutions that contribute to our sustainability goals.

HAUK s.r.o. supports initiatives that promote environmental conservation and actively engages in eco-friendly partnerships.

##### 3. Supply Chain Sustainability:

Our commitment to environmental responsibility extends to our supply chain. Suppliers are expected to adhere to the same environmental standards outlined in our Code of Conduct.



HAUK s.r.o. conducts regular audits to ensure that our suppliers share our commitment to sustainable and ethical practices.

#### 4. Carbon Footprint Reduction:

HAUK s.r.o. actively works to reduce its carbon footprint. Employees are encouraged to use eco-friendly transportation, reduce travel whenever possible, and contribute to carbon offset initiatives.

We invest in technologies and practices that minimize our impact on climate change.

#### 5. Environmental Compliance:

Compliance with environmental laws and regulations is mandatory. Employees are expected to stay informed about relevant environmental policies and guidelines applicable to our industry and operations.

HAUK s.r.o. actively seeks opportunities for continuous improvement in environmental performance.

#### Implementation and Reporting:

Our Code of Conduct is not just a set of guidelines but a living document that informs every decision and action within HAUK s.r.o. It is disseminated to all employees, and training programs are conducted regularly to ensure understanding and compliance. Reporting mechanisms are in place to encourage employees to report any violations or concerns, fostering a culture of accountability and continuous improvement.

In the dynamic landscape of today's global business environment, companies are increasingly recognizing the importance of ethical conduct and responsible business practices. HAUK s.r.o., a leading entity in the industry, stands firmly committed to upholding the highest standards of integrity across various facets of its operations. This commitment is reflected in the company's comprehensive policies addressing crucial areas such as financial responsibility, counterfeit parts, intellectual property, and export controls and economic sanctions.

One of the cornerstones of HAUK s.r.o.'s ethos is its unwavering dedication to financial responsibility. Within the company, a robust financial responsibility policy has been meticulously crafted to ensure transparency, accountability, and adherence to the highest ethical standards. This policy serves as a guide for employees at all levels, emphasizing the importance of accurate record-keeping, honest financial reporting, and responsible resource allocation. In the absence of any evidence of malpractice in this domain, HAUK s.r.o. continues to reinforce its commitment to sound financial practices that not only comply with legal requirements but also foster trust among stakeholders.

In the pursuit of excellence, HAUK s.r.o. places a premium on product authenticity and quality. The company has implemented a stringent counterfeit parts policy, which is not only a regulatory necessity but also a testament to its dedication to customer safety and satisfaction. This policy outlines rigorous procedures for inspecting and verifying the authenticity of components, mitigating the risk of substandard or fraudulent materials entering the supply chain. By prioritizing the procurement of genuine parts and components, HAUK s.r.o. ensures the reliability and longevity of its products, safeguarding both its reputation and the trust of its customers.

Protecting intellectual property (IP) is a paramount concern for companies operating in today's knowledge-driven economy. HAUK s.r.o. recognizes the value of innovation and creativity and has implemented a robust intellectual property policy to safeguard its own ideas and respect the intellectual property rights of others. This policy



encompasses measures to secure patents, trademarks, copyrights, and trade secrets. By fostering a culture that respects and protects intellectual property, HAUK s.r.o. not only complies with legal obligations but also fosters an environment conducive to continuous innovation and advancement.

In an interconnected global economy, adherence to export controls and economic sanctions is imperative. Recognizing the significance of this, HAUK s.r.o. has established a comprehensive policy framework to ensure compliance with international trade regulations. The company conducts thorough due diligence on its partners and meticulously monitors changes in export controls and economic sanctions to mitigate any potential risks. This proactive approach not only ensures legal compliance but also reinforces HAUK s.r.o.'s commitment to ethical business conduct on the global stage.

In the ever-evolving landscape of global business, the importance of ethical conduct and responsible business practices cannot be overstated. HAUK s.r.o., a distinguished company in its industry, places a paramount emphasis on four crucial policy areas that define its commitment to integrity and ethical excellence: Financial Responsibility, Counterfeit Parts Prevention, Intellectual Property Protection, and Export Controls and Economic Sanctions.

#### Financial Responsibility Policy:

At the heart of HAUK s.r.o.'s operations is a robust Financial Responsibility Policy that sets the standard for transparent financial practices. This policy is more than a regulatory obligation; it's a commitment to uphold the highest ethical standards in financial management. Within this framework, HAUK s.r.o. prioritizes accurate record-keeping, responsible resource allocation, and honest financial reporting. By instilling a culture of fiscal responsibility, the company not only complies with legal requirements but also builds trust among stakeholders. This policy ensures that financial decisions align with the company's values, fostering a resilient and sustainable business model.

#### Counterfeit Parts Policy:

Ensuring the authenticity and quality of products is a top priority for HAUK s.r.o., as reflected in its stringent Counterfeit Parts Policy. This policy serves as a bulwark against substandard or fraudulent materials entering the supply chain. HAUK s.r.o. recognizes that the use of counterfeit parts not only jeopardizes product quality but also poses serious risks to customer safety and satisfaction. To mitigate these risks, the company has implemented rigorous procedures for inspecting and verifying the authenticity of components. By adhering to this policy, HAUK s.r.o. not only meets regulatory requirements but also reinforces its dedication to delivering reliable and genuine products to its customers.

#### Intellectual Property Policy:

In the knowledge-driven economy of the 21st century, protecting intellectual property is paramount. HAUK s.r.o. recognizes the value of innovation and creativity and has established a comprehensive Intellectual Property Policy.



This policy encompasses measures to safeguard patents, trademarks, copyrights, and trade secrets. By respecting its own intellectual property and the rights of others, HAUK s.r.o. fosters an environment conducive to continuous innovation and advancement. The company's commitment to this policy not only ensures legal compliance but also strengthens its competitive edge by nurturing a culture that values and protects intellectual capital.

#### Export Controls and Economic Sanctions Policy:

As a globally operating entity, HAUK s.r.o. understands the importance of navigating international trade regulations responsibly. The Export Controls and Economic Sanctions Policy outlines the company's commitment to compliance with these regulations. HAUK s.r.o. conducts thorough due diligence on its partners and stays vigilant to changes in export controls and economic sanctions. This proactive approach not only mitigates potential risks but also ensures that the company conducts its global business operations in accordance with legal and ethical standards. By adhering to this policy, HAUK s.r.o. demonstrates its commitment to responsible global citizenship and ethical conduct in the international business arena.

#### Conclusion:

In conclusion, HAUK s.r.o.'s Code of Conduct is a testament to our unwavering commitment to social responsibility, ethical conduct, and environmental sustainability. It serves as a guide for employees and the organization as a whole, reinforcing our values and principles. Through the implementation of these ethical guidelines, we not only aim to maintain the trust of our stakeholders but also to actively contribute to a more just, inclusive, and sustainable world. As we navigate the complex landscape of business, HAUK s.r.o. remains steadfast in its dedication to upholding the highest standards of integrity and responsibility.

In conclusion, HAUK s.r.o.'s commitment to financial responsibility, counterfeit parts prevention, intellectual property protection, and adherence to export controls and economic sanctions is not merely a set of policies but a testament to the company's core values. By upholding these standards, HAUK s.r.o. not only navigates the complexities of the modern business environment but also sets a benchmark for ethical conduct within the industry. The company's proactive stance in these policy areas reflects its dedication to responsible business practices, earning the trust and confidence of stakeholders worldwide.