

The Code of Conduct of 4 Coils Tech s.r.o. is based on the values of 4 Coils Tech s.r.o. (4CT) and applies to all employees and management of the company. The Code sets standards for our ethical behaviour and serves as a tool to help you understand 4CT's policies and support our goals and strategy.

Competition

4CT is committed to always complying with all applicable competition and anti-trust legislation.

Human rights

4CT strongly believes that human rights are fundamental and should be always protected, as established under the International Labor Organization (ILO) Conventions and recommendations:

- Compliance with international Human Rights Standards
- Forced Labor, Human Trafficking and Modern Slavery
- Child labor (employing children before the minimum working age is prohibited)
- Working hours and remuneration (according to local legislation)
- Discrimination and harassment (physical, sexual, psychological or verbal abuse is prohibited)
- Safe working conditions

Environmental Impact

4CT is committed to reducing its environmental impact and wants to actively address climate change and decarbonization by reducing CO2 emissions, as well as work to reduce environmental impact in other areas.

Careful selection of suppliers

4CT's suppliers are selected based on the criteria formulated in the 4CT Supplier Code of Conduct, which is distributed to suppliers.

Use of Information and Privacy

4CT respects and protects the confidentiality of information belonging to 4CT, our customers, suppliers and other business partners, and we expect our employees to adhere to 4CT's intent and strategy.

- At 4CT, we are committed to ensuring that all personal data is stored and handled in a secure manner that complies with data protection law.
- 4CT employees should consider the impact on our brand and avoid any damaging or derogatory communications, whether online or elsewhere.

Anti-bribery and anti-corruption

4CT has zero tolerance for bribery and corruption and adheres to applicable anti-bribery and corruption legislation. It applies mainly to the following areas:

- Bribery – means offering, promising, providing, receiving, or soliciting a valuable advantage as an inducement to influence conduct that is illegal, unethical, or constitutes a breach of trust.
- Kickbacks – is a payment or form of agreed bribe where someone is given a commission to facilitate a business transaction, e.g., concluding a contract.
- Money laundering or financing of terrorism or other criminal activities

Whistleblower

All employees and business partners of 4CT can use the Whistleblower Program by calling +420 604 241 131, via e-mail oznameni@4coilstech.eu or anonymous mailbox located at 4CT. You can also find more information on our website.

Date: 01.06.2024

Jiří Paštika, CEO