

Josef Škrkoň - Techplast, as _____

Social responsibility policy - CSR:

"Social responsibility policy = sustainable development"

Joint-stock company **Josef Škrkoň - Techplast, as** announces a policy to ensure elements of social responsibility, compliance with ethics and corporate culture in line with all the Policies of the Integrated Management System.

The policy of social responsibility is based on the Main strategic risks as, the Development Plan as and penetrates into the Strategic objectives as The themes of the individual elements according to ČSN ISO 26000 – Methodological instruction on the basic principles of social responsibility.

The basic pillar is values towards employees and other entities – Responsibility – Transparency – Ethical behavior – Considerations and interests of interested parties – Respecting the rules of the rule of law – Respecting international standards of behavior – Respecting human rights .

Mandatory elements for the fulfillment of the social responsibility policy:

- 1. Company management and administration** - clear definition of responsibilities for achieving the Goals as
- 2. Human rights** - creation of equal conditions for all employees - non-discrimination - prevention of forced labor and human trafficking - non-employment of children - right to privacy - ensuring dignity for employees
- 3. Practices in the field of employment relations** - transparency in hiring employees - free and free recruitment - safety of all workplaces - compliance with legislative requirements - working conditions - social protection - employment contracts - decent wages - protection of personal data - dialogue with employees - whistleblower protection - respect for the personal life of employees - professional development
- 4. Environment** - cleanliness of all workplaces - compliance with legislative requirements - management of environmental risks - management of energy consumption and renewable resource solutions - recycling of plastic waste, communication with stakeholders - overall reduction of the carbon footprint on Earth
- 5. Ethics in business** - ethics of behavior within all interested parties - prevention of corruption and bribery - compliance with the principles of the rule of law - respect for ethical standards - respect for property rights - honest, fair and moral behavior - reporting violations of the principles of unethical and dishonest behavior
- 6. Consumer protection** - right to safety - right to information - right to free decision - right to be heard - right to compensation - fair contractual procedures
- 7. Community engagement and development** - helping to improve public life - understanding customs and traditions based on their history relative to the region
- 8. Employee code of ethics** – document located on the website of the company
- 9. Code of ethics for suppliers** - the document located on the website as

The joint-stock company undertakes to develop all activities according to the set goals and target values.

" **We** are committed to developing and improving the system of social responsibility, clarifying its policy, checking the fulfillment of goals and eliminating deficiencies to meet the expectations of all interested parties, including reports on its performance.

This " Corporate Social Responsibility Policy - CSR " is binding for all employees of the joint-stock company and is provided to third parties.

Ing. František Seknička – director

in Česká Třebová on September 21, 2023

Issue: 2

