

CODE OF ETHICS

Company **Bo Systems GmbH** (hereinafter referred to as "the Company") accepts this Code of Ethics as a set of fundamental values and approaches to business, which it follows in the conduct of its activities. The Company's Code of Ethics is not a generally binding legal regulation, but a set of rules complementing legal and other legal regulations.

Compliance with the Code of Ethics by the Company is a moral obligation that governs the conduct of all employees towards the Company, co-workers, customers and other business partners, government agencies and the public.

PROTECTION OF GOOD COMPANY NAME

Employees are always obliged, even during their out-of-office activities, to act with the knowledge that they represent **Bo Systems GmbH** and their actions, manner or statements may harm the reputation of the employer.

MANAGEMENT

Managers are a model of moral and ethical qualities for other employees and company representatives being responsible for compliance with the Code of Ethics.

GENERAL PRINCIPLE

- The Company fully respects all constitutional and civil rights and carries out its activities in accordance with the applicable commercial legal standards.

RELATIONS WITH EMPLOYEES

- The Company employs only under agreed contractual conditions.
- The Company bases relationships with employees on the dignity of each person.
- The Company creates favourable and safe working conditions for its employees and enables them to improve their professional level.
- The Company employs the employees without any political, racial, religious or national discrimination, regardless of gender, age or fettle.
- Employment of children is prohibited. Employment of young people is allowed only under conditions given by the law (e.g., students for practice, internship etc.).

- The Company does not allow any kind of discrimination, sexual, physical or psychological harassment of employees.
- The Company does not accept any actions, habits or behaviour having the characteristics of modern slavery
- The Company ensures fair income of its employees for their work, including proper payroll.
- The Company requires employees to adhere to the principles of safe work, observance and use of the designated working time fund.
- The Company requires employees to properly manage the assets entrusted to them in order to protect the employer's assets.
- Information that employees obtain about the company in the course of their work may not be used for personal gain.
- The Company does not allow excessive hosting or donations to suppliers and customers, as well as accepting excessive gifts and entertainment from customers or suppliers.
- The Company does not restrict in any way the right to association and collective bargaining.

RELATIONS WITH CUSTOMERS

- The basis of a successful and lasting business relationship is honesty and equality in dealing with each client.
- The Company ensures that its products and services are of a high-quality standard and meet the specified parameters and requirements.
- The Company is committed to meeting its obligations within the set or agreed deadlines.
- The Company considers corrupt practices of any kind to be inadmissible and only uses legitimate methods in offering or selling its products or services.
- Any customer information is considered confidential by the Company.

RELATIONS WITH SUPPLIERS

- Selection of suppliers is carried out by the Company in accordance with the competition rules.
- Any corrupt practices same as breach of human rights or unfair conditions are considered unacceptable by the Company.
- The Company never abuses its market position.
- The Company respects all contractual arrangements for payment discipline.
- Any information about supplier relationships is confidential.

Bo Systems GmbH

Seegel 4

36205 Sontra, Germany

Production: Bahnhofstraße 13-15, D-36205 Sontra

Branch office : 1.máje 863/9, CZ-46007 Liberec

Tel.: + 0049 (0) 5653/9150 0 | E-mail: bo-systems@bo-systems.com

DUNS: 332278915

www.bo-systems.com

Closer to
CLOSER TO
nature ...

RELATIONS WITH COMPETITORS

- The Company always acts honestly to its competitors, it does not damage the reputation of competitors or their representatives.

RELATIONS WITH GOVERNMENT AUTHORITIES AND REGION

- The company reflects all internal principles, policies and procedures in full contexture to the national and European law, guidelines and recommendations.
- The Company also takes into account the interests of the wider social community in its business.
- The Company communicates with government authorities using true company information.
- The Company ensures proper accounting and timely payment of its financial obligations to the government.

ENVIRONMENT

- The Company has a constant interest in improving the quality of the environment.
- The Company actively participates in the elimination of the consequences of its business activities and by adjusting technological processes it strives to minimize the environmental impacts.
- The Company respects the standards set for environmental policy in its business activities.

COMPLIANCE AND VERIFICATION

- The Company creates the conditions for all employees to express their opinions about the company behaviour, its decisions or about the behaviour of employees.
- Company management deals with all suggestions and information in connection with violations of this Code of Ethics.
- The Company excludes any recourse or adverse effect on employees who have filed a complaint in accordance with this Code of Ethics.

This behavioral model is applied to all members of management and employees of the company.

Peter Borowsky

CEO

BO Systems GmbH

Bo Systems GmbH

Seegel 4

36205 Sontra, Germany

Production: Bahnhofstraße 13-15, D-36205 Sontra

Branch office : 1.máje 863/9, CZ-46007 Liberec

Tel.: + 0049 (0) 5653/9150 0 | E-mail: bo-systems@bo-systems.com

DUNS: 332278915

www.bo-systems.com

Closer to
CLOSER TO
nature ...