

CODE OF ETHICS

OUR VISION

“BETTER THAN OTHERS”



Preamble

Teplotechna Ostrava joint-stock company (hereinafter "TTO a.s.") treats its employees, customers, suppliers and all other stakeholders morally, honestly and responsibly, recognizing that all stakeholders are involved in the sustainable growth and success of the Company.

TTO a.s. expects its business partners, customers, suppliers and other stakeholders to adhere to the same ethical principles for work, the environment, safety and health.

TTO a.s. professes fair dealing in relations with all partners, which is in full compliance with recognized rules.

Scope and binding force

This Code of Ethics applies to all business relationships between TTO a.s. and its business partners, customers, suppliers and other stakeholders.

To an appropriate extent, the requirements of the Code of Ethics are also passed on to TTO a.s. suppliers. TTO a.s. suppliers are obliged to pass on the rules set out in the Code of Ethics to their suppliers.

Code of business Conduct

Corruption, bribery, forced enforcement, or other impermissible benefits to customers or to suppliers or other interested parties are not permitted. Business partners (customers, suppliers and other interested parties) may not provide or accept bribes or engage in other illegal business or government incentives.

TTO a.s. makes its decisions on the basis of factual criteria and does not allow itself to be influenced by personal interests and relationships.

Compliance with the legislation

The TTO a.s. complies with all applicable legal regulations and compliance with these regulations is systematically monitored.

Work, Child labour

Forced, non-free and child labour are not used in TTO a.s. We respect the valid laws of the Czech Republic and the European Union and therefore we do not employ children in any way.

Employment of minors

Juvenile workers under the age of 18 can only be employed to perform safe work and if they have reached the age limit for employment of juveniles. This limit is set at 16 years in the Czech Republic. Nevertheless, no one under the age of 18 is employed in our company.

Fight against organised crime

The TTo a.s. uses rules to fight organized crime. In particular, all new employees are required to provide an extract from the criminal record. Furthermore, access to websites with criminal or potentially criminal content is prohibited as part of the software. TTo a.s. is active in finding potential risks of organized crime in the area. In case of suspicion of employee participation in organized crime, the following escalation rules apply.

Anti-discrimination policy

TTo a.s. ensures that there is no harassment or discrimination in the workplace.

Discrimination on the grounds of race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, trade union membership or marital status is not tolerated.

TTo a.s. ensures that there is no harassment, violence or other inhuman behaviour in the workplace, nor that such acts are threatened.

The TTo a.s. ensures that employees are paid in accordance with applicable wage legislation. The level of salaries and job benefits is fair. Working hours are described in more detail in the Collective agreement.

Health and Safety work

TTo a.s. provides a safe working environment that supports accident prevention and minimizes the health risks to which employees are exposed. In TTo a.s. the Occupational Safety and Health Policy has been issued.

Environmental protection

TTo a.s. complies with applicable environmental legislation and saves resources and protects the environment as much as possible. In TTo a.s. the Environmental Policy is issued.

Further education and innovation

TTo a.s. provides a continuing education program that enables employees and management to acquire the appropriate level of knowledge and skills so that they can continue to improve.

TTo a.s. will enable its customers and other interested parties to obtain information on and access to innovations, provided that this does not conflict with trade secret agreements.

Conflict of interests

The company's employees are informed that it is forbidden to abuse the position, powers and information obtained in the TTo a.s. to achieve property or other benefit for themselves or another person. Furthermore, he may not invoke his position in personal matters (eg business).

Modern slavery

TTo a.s. ensures that there is no harassment or discrimination in the workplace. No forced or unfree labor or servitude is used. We respect the valid laws of the Czech Republic and the European Union and therefore we do not allow any forms of modern slavery or human trafficking.

Working conditions

TTO a.s. provides its employees with fair and satisfactory working conditions and adequately protects them from unemployment.

Freedom of association and collective bargaining

Employees are allowed to communicate openly with management about working conditions, either individually or in groups or associations, without the risk of intimidation or harassment.

Whistleblowing

There is no risk of intimidation or harassment for the worker or workers who report the misconduct. Compliance with this rule is monitored by the commission, see section Escalation.

Escalation

The employee has the right to report any violation of the rules set out in the Code of Ethics to his / her superior or to the director's secretariat. All complaints will be discussed with the company's management, where a commission is appointed to ensure fair discussion and, subsequently, to ensure redress for the purposes of complying with the Code of Ethics. The commission has three members: Member of the Supervisory Board Chairman of the Board of Directors and Member of the Board of Directors.

Violations of the Code of Ethics by TTO a.s. employees, which customers or suppliers would learn about, can be reported at: teplotechna@tto.cz, which is also listed on the company's website.

In Ostrava, dated: 09th of April 2024

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