

*Dear Ladies & Gentleman,
our family-owned company was built up on respect, trust, loyalty and fairness – which to this day
are the most important traits for our company and keep it existing.*

*Since 1954 we have made a name for ourselves in the field, with our customers and suppliers,
through our quality, flexibility and of course reliability. It's important to us, to keep these principles
represented on the inside and the outside.*

*In this day and age it is important to bring our principles to paper and show, that we and all our em-
ployees imply them in to our daily lives.*

*These values and principles of conduct, set out in the Supplier Code of Conduct, are required of all
suppliers, their employees and the downstream supply chain to represent the binding foundation
for working with C. Krejci.*



Ing. Bettina KREJCI
Geschäftsführende Gesellschafterin



Ing. Reinhard Mazanek
Geschäftsführer – Technischer Leiter

Getzersdorf, Sept. 26th 2023

Human rights and working conditions

We see respecting human rights as an integral part of our corporate responsibility. C. Krejci and its employees respect the dignity and individual rights of every employee, colleagues and third parties, we do business with.

C. Krejci knows the employees claim for appropriate remuneration, and adheres to the statutorily guaranteed minimum wages and follows the valid labour legislation, especially those relating to working hours.

No deceptive or fraudulent practices are used when hiring employees. Information on working conditions, including wages and benefits, work location and potential work hazards is accurate. Written employment contract documents contain a detailed description and are available at the time of starting work. ID-documents are not retained, tampered with or destroyed.

The principles of women rights are fully observed. At C. Krejci, women have the same employment opportunities as their male colleagues and are supported on the basis of their qualifications and/or

willingness to undergo further training and, of course, have the same development opportunities. Remuneration is based on internally defined criteria, regardless of gender.

At C. Krejci we attach importance to the development of our employees. Employees are the most valuable asset for the future of the company, investing in their further training is very important to us.

To fulfill this intent, C. Krejci offers a comprehensive advanced training course program, giving each employee the chance, appropriate to his/her abilities and professional interests, to undertake trainings, as far as they commensurate with the companies interests. Also, the development of social and technical competence are greatly appreciated by C. Krejci.

Every human has a right for fairness and respectfulness. C. Krejci confesses to a diverse work environment, where the uniqueness of every person gets recognized and everyone is treated with respect, honesty and dignity. Any form of harassment, mobbing or intimidation is not tolerated.

C. Krejci consistently pursues the target of providing jobs, that are free from discrimination and harassment due to gender, ethnicity, religion, age, disabilities or sexual orientation.

As a family-owned company, C. Krejci wants to increase the motivation and satisfaction of its employees, and thereby the efficiency of the company, through family-friendly agreements.

C. Krejci works together with all its employees trustworthily and strives for balance between the companies' economic interests on the one hand and interests of its employees on the other hand. Trust is the solid basis for a successful cooperation between a company and its employees.

Any form of forced labor or child labor are rejected within the company. C. Krejci condemns any form of exploitation and discrimination and abides strictly to legal regulations.

Environmental safety and health protection

C. Krejci provides a safe work environment for its employees by meeting or exceeding applicable legal requirements or company guidelines with regard to occupational health and safety. In particular the managers have the task of ensuring that adequate health and safety precautions and measures are in place to ensure compliance with the company's requirements.

Especially all young employees are being protected from work that could endanger their health and safety.

Ethic escalations process and anti-corruption policy

Compliance with all applicable local, national and international laws and regulations is a requirement for sustainable corporate success.

Violations of this can have serious consequences such as criminal convictions, fines or damage to reputation. C. Krejci does not tolerate such violations and expects employees and business partners to comply with applicable laws and regulations.

We act with integrity when dealing with others and expect our business partners (e.g customers, suppliers, agents and consultants) to refer to legal requirements. We only do business with third

parties that conduct business ethically and do not subject the company to criminal or other liability or cause the company reputational harm.

C. Krejci expects loyalty and integrity from all its employees. This means that all employees act exclusively in the interest of C. Krejci within the scope of their employment in the company. Private or own economic interests must not influence or affect the economic interest of C. Krejci. A conflict of interest exists when actions or private interests are in any conflict with the interests of the company, or could even appear to do so.

C. Krejci undertakes to comply with the principles of proper bookkeeping and, if necessary, financial reporting, as well as the applicable tax laws and customs regulations.

C. Krejci takes great care to protect the company assets, including all material and nonmaterial assets, such as computers, information systems and intellectual property. All company assets should only be used for company's purposes.

Furthermore, part of our protected intellectual property, are the products and designs developed by our employees, which are used in our company and for all the company purposes.

All managers and employees must protect and keep all company information confidential. This does not only apply to the company's own information but also confidential information entrusted to C. Krejci by business partners and customers.

It's very important to C. Krejci to protect personal data of its employees and business partners. The company shows great care and sensitivity when processing data related to business partners and employees. Personal data is always handled according to the valid data protection regulations. Digital data is protected as best as possible.

C. Krejci does not participate in any activities in connection to money laundering nor will it allow or tolerate it. We stand for fair and undistorted competition.

C. Krejci expects its employees to not take part in competition or antitrust agreements with other companies.

The giving or receiving of gifts, invitations or any other form of grants can influence the independence of C. Krejci's judgement and the judgement of its business partners. Grants are only permitted when they are transparent and appropriate, and approved by the management.

Offering or accepting benefits in any form to or from a person publicly or privately with the purpose of influencing, is prohibited. Offering benefits in any way (gifts, invitations or promotions) to any public-, government-official or representatives of such persons to promote company business are not permitted, as well as indirect payments eg. by business partners.

National and international laws regulate the import, export or domestic trade of goods, technology, services and handling of specific products. The management of C. Krejci ensures that transactions with third parties do not violate economic embargoes or trade regulations, import and export controls, or regulations for preventing the financing of terrorism.

All employees who are involved in import, export or domestic trade of goods, technology, services and handling of specific products must comply with relevant laws and regulations.

Sustainable action, environmental and climate protection

C. Krejci is obligated to comply with all for the company valid environmental regulations and standards and application of environmentally conscious practices. The environmental impacts should be reduced to a minimum and the environmental protection improved constantly. All employees share responsibility in all their activities.

Our guidelines include the continuous reduction and avoidance of environmental pollution (air, soil, water quality and water consumption), responsible chemical management, sustainable resource management, waste avoidance before recycling and environmentally friendly separation and disposal, increasing energy efficiency and reducing the CO₂ footprint (greenhouse gas emissions) from the site through increasing the use of renewable energies, as well as compliance with all applicable environmental and safety measures. The noise emissions at C. Krejci are kept low and also checked periodically.

Whistleblowingsystem

At C. Krejci, both employees and third parties are encouraged to express themselves freely and without fear of reprisals, especially on unethical practices, environmental complaints or human rights violations. Retaliation against anyone who raises a good faith concern about wrongdoing at C. Krejci's company is prohibited.

The person in charge is impartial, independent and not bound by instructions with regard to information.

Our employees and third parties have the following report options in accordance with the Whistleblower Protection Act (HinweisgeberInnenschutzgesetz – HSchG).

via Mail: hinweis@krejci.at
by post: Camillo Krejci Polymertechnik GmbH
 Attn. „Hinweis“
 Camillo-Krejci-Strasse 1
 A-3131 Getzersdorf
Phone (DE und EN): +43/2782/82710-33

The identity of the whistleblower is protected.

All employees of C. Krejci are obliged to act accordingly to our company code!