



# Code of Ethics - Bochemie a.s.

## Be Better - Together

**At Bochemie a.s., we are guided by the values that we ourselves have set. Trust is the key: trusting relationships with our customers, employees, business partners and our environment.**

**The Code of Ethics of Bochemie a.s. sets out the conduct we expect from our employees.**

1. We respect human dignity and human rights and we do not stand for any physical violence, abuse, sexual or other harassment, threats or other forms of intimidation. We do not tolerate any form of discrimination or bullying. We create fair working conditions and salary schemes.
2. We abide by all applicable domestic and international laws and regulations. We do not countenance child labour under any circumstances. We respect employees' rights to freedom of association and to collective bargaining.
3. We respect the interests of the company, and we deliver on, honour and protect the needs of Bochemie a.s. in order to uphold its reputation. We also secure and protect the company's assets from damage, theft, loss or misuse.
4. We are honest and sincere in all our actions. We do not tolerate any form of bribery or corruption. We promote open dialogue, direct communication, tolerance, courtesy and consideration.
5. We protect our employees' health by providing suitable working conditions and opportunities for continuous improvement. We support initiatives and ideas to enhance, improve and streamline our work, working processes, health protection, working conditions and environmental approach.
6. We help our employees to realise their personal development and self-achievement goals and to enhance their qualifications and education. We systematically identify our most capable, dedicated, honest, loyal and ambitious members of staff and train them for management positions within the company.
7. We consistently fulfil all orders received. We build lasting, trust-based relationships with our customers. We appreciate our competitors and always compete with them fairly. We ground our relationships in fairness, transparency and total mutual respect.
8. We regard environmental protection as an integral part of our work. We develop and innovate products to make them as safe and environmentally friendly as possible. We do not waste resources; we recycle waste, save energy, and manage chemicals and waste responsibly.
9. We keep the confidentiality of information concerning Bochemie, our stakeholders and our employees, and take all reasonable steps to protect it.
10. We will promptly remedy any breach of this Code while protecting ourselves and other entities from any related costs. We do not tolerate any form of vengeance or retaliation against any employee or other person who has conscientiously reported their suspicions or signs of misconduct.



Ing. Miloslav Vodička  
Chairman of the Board of Bochemie a.s.