

Code of Conduct LABARA s.r.o.

Purpose

At the Labara s.r.o., building a sustainable future implies strong relationships with our partners. These relationships based on trust and loyalty are core of our values and lead to a joint success. We believe that our commitment towards an accountable conduct of business goes hand in hand with realizing our vision - being a partner for outstanding product and material expertise, engineering and supply chain excellence - and results in our success.

We are committed to comply with all applicable laws and regulations, to foster fairness and inclusion, fair competition and to take on social and environmental responsibility.

The Labara s.r.o. Code of Conduct based on standards of:

- United Nations' Universal Declaration of Human Rights
- United Nations' Convention on the Rights of the Child
- ILO (International Labour Organization) Fundamental Principles and Rights at Work
- International Chamber of Commerce's (ICC) Business Charter for Sustainable Development

Our Principles

Labara s.r.o. are declare to conduct their business in compliance with all applicable laws and regulations, to take on social and environmental responsibility and to seek for a fair and robust business environment. The below principles are to be followed without exceptions and include full responsibility for own supply partners, sub-supply partners, as well as own employees, including freelancers.

1. Compliance with Laws and Regulations
2. Anti-Corruption and Business Integrity
3. Fair Competition
4. Health & Safety
5. Trust & Respect
6. Environmental Responsibility
7. Information & Data Security

1. Compliance with Laws and Regulations

Labara s.r.o. fully comply with all national and international legal requirements relevant to the conduct of its business.

2. Anti-Corruption and Business Integrity

The Labara s.r.o acts with the highest standards of ethical conduct when dealing with employees, supply partners, customers. Labara s.r.o. shall not violate any international anti-corruption conventions and applicable anti-corruption laws and regulations of the countries in which they operate and shall not engage in any form of bribery or corruption, including without limitation extortion, embezzlement or fraud in any form. Labara s.r.o. uphold fair business standards in advertising, sales and competition. Gifts or advantages intended to obtain an unlawful advantage or to improperly influence may not be given or offered, directly or indirectly, neither to public nor private functions and decision-makers.

3. Fair Competition

This includes, but is not limited to:

- Bidding independently from competitors
- Not discussing bidding practices with competitors
- Not entering into agreements, coordinated practices, or understandings that could restrict competition
- Not exchanging sensitive information with competitors (including pricing, costs, production data, market data, sales territories, supply partner or distribution channels, customer lists, or other non-public business information)
- Only gathering information about competitors using means that are ethical and legal
- Not to agree with competitors on the division or allocation of geographic markets, customers, or product lines among each other

4. Health & Safety

Labara s.r.o. wants to make sure that nobody whose work is contributing to our success is deprived of his or her human rights or suffers mental or physical harm. Therefore, the Labara s.r.o. respect internationally recognized Human Rights, regional labor laws and all applicable laws and regulations in order to ensure sound working conditions.

More specifically:

- Ensure a safe and healthy workplace including appropriate controls, safety procedures, preventative maintenance, and a management system to encourage continuous improvement
- Pay at least the minimum legal wage and compensate for overtime as per legal requirements
- If housing is provided, ensuring reasonable privacy, fire safety, quietness, and facilities for personal hygiene
- Creating a working place assuring the well-being of all employees

Labara s.r.o. must not:

- Make use of child labor
- Make use of forced or bonded labor
- Exceed the maximum legal working time
- Prevent workers from associating freely with any workers' association or group of their choosing or collective bargaining
- Make use of any form of mental or physical disciplinary actions

5. Trust & Respect

The principles of the Labara s.r.o. underline the general conditions for a climate of trust and respect, enhancing teamwork, innovation, customer focus and the long-term success of our company. Our company ensure an environment where any form of violent, discriminatory, or harassing behavior against individuals is not tolerated and associated with consequences.

6. Environmental Responsibility

Environmental issues are handled with the upmost care and importance at the Labara s.r.o. We strive to improve our processes to minimize any possible damaging effects to the environment which may result as a consequence of our own or our supply partners' activities. Therefore, Labara s.r.o. and its supply partners shall continuously reduce the environmental impact of operations.

More specifically, Labara s.r.o undertakes:

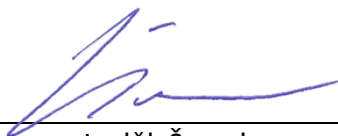
- Minimize waste and emissions to air, ground and water
- Handle chemicals in an environmentally safe way
- Handle, store and dispose hazardous waste in an environmentally safe way
- Contribute to the recycling and reuse of material and products
- Continuously improve energy efficiency in its production process and the handling and transportation of goods
- Fulfill the REACH and RoHS Directives

7. Information & Data Security

Compliance with applicable laws and regulations on the collection, transfer, processing, and retention of confidential information is mandatory. Our proprietary data and information is disclosed in confidence and shall be and remain the Labara s.r.o. sole property and such items or any copies, articles or parts therefrom will not be furnished to others without written consent, unless required to do so by law. Labara s.r.o. undertake to continuously maximize data security and to minimize access to sensitive information.

21.3.2023 / Jindřichov 33

Date / location



Luděk Švenda

Quality Manager