

Published by: 1.1.2022
Efficiency by: 2.1.2022
Accepted by: Ing. Petr Vlček, Member of Board

1) Purpose of the document

This Code of Ethics describes the key principles of conduct of employees and associates of AVT Group a.s. The Code of Ethics is a binding document for all employees, associates and members of the employer's bodies (hereinafter collectively referred to as "employees").

AVT Group a.s. unequivocally declares that it will not tolerate any violation of this Code. If it does so, it will draw the appropriate conclusions, including possible consequences for the employment or other contractual relationship between it and the employees.

The Code of Conduct is a relatively simple document based on a few clear principles with which AVT Group a.s. was founded.

2) We have fun at work

We like coming to work and we enjoy it. That doesn't necessarily mean that everything we do at work is fun. However, we know that whatever we need to do to deliver what our colleagues, customers or partners expect, we simply do.

Our reward is not only money, but also the feeling of a job well done, a compliment or thank you from a customer, colleague or business partner.

If we feel that we are not enjoying or fulfilling our work, we don't grumble or talk negatively, but we go and talk to the CEO or the company director about it.

3) We respect each other

Everyone is entitled to an opinion that is different from our own.

We respect not only our colleagues, but also our customers, suppliers, partners... in short, all those we meet while working for AVT Group.

We maintain fair and decent relations at work. We support each other and create an atmosphere of trust.

We can go to any colleague at any time, on any matter.

4) We have a "it's mine" attitude.

We treat all the resources we receive for our work as our own. We take care of them, keep them clean and working, or have them checked or serviced regularly.

We treat the belongings of our customers and partners in the same way. We take care not to damage them.

Before we leave the site, we make sure that everything is in working order and that we have cleaned up after ourselves.

We do our job to the best of our knowledge and ability, with the utmost professionalism, courtesy, helpfulness and a willingness to help.

5) We play fair

Under no circumstances do we tolerate unethical, discriminatory or non-transparent conduct and behaviour.

In all of our activities, we ensure that our conduct represents the brand that AVT Group Inc. stands for and is proud of.

AVT Group a.s. does not tolerate any form of unfair competition and we make every effort to prevent unfair competition. In the event that we are asked or pressured to act in violation of the law, internal policies or the instructions of a superior, we will refuse to take such action and will immediately report the matter to the CEO and the Chief Executive Officer.

We protect the legitimate interests and the good name and reputation of AVT Group a.s., our colleagues and all our business partners. We avoid conflicts of personal interests with the interests of AVT Group a.s. We only engage in profitable activities that are identical to the business of AVT Group a.s. with the prior written consent of the company's CEO.

6) We comply with legal regulations

AVT Group a.s. and all its employees comply with all legal regulations that apply to its business (from tax to labour law to competition rules).

When we are unsure whether an instruction complies with the law or this Code of Conduct, we will seek a decision from a supervisor or the CEO or a director of the company, as appropriate.

7) We tell the truth and do not lie

We tell and name things as they are. We always act in a way that does not mislead third parties and provide only truthful and accurate information.

If we don't know something, we say so and find out the necessary information and tell the person afterwards.

We are aware that we represent AVT Group a.s. and ourselves by our behaviour and conduct.

8) We don't cheat

AVT Group a.s. applies the principle of zero tolerance towards bribery and corruption.

According to the Criminal Code, a bribe is "an unjustified advantage consisting of direct pecuniary enrichment or other advantage given or intended to be given to the person bribed or, with his consent, to another person, and to which he is not entitled." We do not accept or give bribes.

In the event that a bribe is offered to us by anyone; regardless of who; in connection with our work for AVT Group a.s., we will immediately notify the CEO, the Company's Managing Director or the Supervisory Board, as applicable.

We may make or accept a donation. We consider a gift to be small material items of adequate value, hospitality (e.g. an invitation to a lunch or social event), a trip or a monetary contribution. We always make and accept donations publicly and on behalf of AVT Group a.s., not on our own behalf.

The value of a donation that we generally accept (whether as recipient or provider) is CZK 1,000 per person. Gifts of a higher value must be approved by the company director.

Giving or accepting gifts must comply with legal regulations and practices (e.g. gifts for birthdays and other anniversaries, for Christmas or a significant event, invitations to a partner's party, etc.).

Money or vouchers that can be exchanged for money are always a bribe!

9) Policy on working conditions and human rights of AVT Group a.s.

The company emphasizes a stable relationship with its employees based on a joint effort to achieve the company's goals and collegial communication between the parties.

The Company strives to ensure that persons assigned to a given position meet all the requirements for the performance of the job in that position. The Company also strives to maximize the expertise and qualifications of its employees.

The Company's employees shall act with the highest standards of personal and professional conduct, in particular acting with integrity, responsibility, respect and good manners. Employees are required to act on behalf of the Company at all times with due care, professional diligence and respect for the Company's laws and internal regulations, including this Code. In the event of any ambiguity regarding decisions issued by the Company, instructions of responsible persons or ambiguity in terms of interpretation of generally binding or internal standards, employees are obliged to seek all necessary information or professional opinions to proceed in order to minimize the risk of their own excess or violation of binding rules, even in the form of negligent fault.

Working conditions within the company shall always comply with the requirements of national legal standards and regulations and the relevant International Labour Organisation (ILO) conventions to which the Czech Republic is bound.

The Company provides equal opportunities for job applicants to obtain a position and for employees to develop professionally. In particular, without regard to race, colour, sex, nationality, religion, ethnic or political affiliation or other distinctive characteristics.

PROHIBITION OF DISCRIMINATION AND HARASSMENT

The Company does not tolerate or sanction discrimination or harassment in the workplace. In particular, the Company rejects sexual harassment or unwelcome attempts by any employee to engage in sexual or other intimate relationships with another employee. However, other inappropriate emotionally tinged physical or verbal displays are also prohibited, as is creating a work environment that is hostile, undignified, intimidating or offensive to an individual or group of people of a particular gender for that reason.

PROHIBITION OF MODERN SLAVERY (I.E. SLAVERY, SERVITUDE AND FORCED LABOUR)

Forced or slave labour or any other form of involuntary labour is completely prohibited in the workplaces of the Company. The Company prohibits practices that would restrict the free movement of employees, except for the limitations provided for by law or by the Company's internal regulations adopted pursuant to law, in particular with regard to compliance with OSH.

PROHIBITION OF CHILD LABOUR AND PROTECTION OF YOUNG WORKERS

Prohibition of child labour and protection of young workers - child labour is prohibited. The minimum age for admission to employment shall not be lower than the age of completion of compulsory schooling, without prejudice to rules that are more favourable to young people and to limited exceptions.

Young people recruited to work must perform their work under conditions appropriate to their age and be protected from economic exploitation and from any work that may endanger their safety, health or physical, mental, moral or social development or interfere with their education.

WORKING HOURS

The normal weekly working hours, overtime and the right to rest shall comply with legal provisions and international conventions.

WAGES AND BENEFITS

The Company respects the generally binding legislation governing the remuneration of employees for their work and is committed to providing its employees with fair remuneration for work done.

10) Employees must comply with the occupational health safety and fire safety legislation

Principles of safe workplace behaviour

- To be mindful of their own health and safety and to conduct themselves at work in such a way as not to endanger the health and safety of their co-workers, to comply with health and safety regulations and established work procedures.
- To report to work always mentally and physically prepared, free from the influence of alcoholic beverages and intoxicants.
- Always be mindful of the safety of one's actions and not overestimate one's own abilities or take risks while working.
- Before starting work, check the equipment to be worked on and ensure the work area is tidy and safe.

- When carrying out the work, act sensibly, calmly, without hurrying or attempting to speed up the work at the cost of reducing the time required to carry out the task and without acting recklessly.
- Not to operate machinery or equipment unless satisfied that doing so will not endanger their own or anyone else's health and safety.
- Refrain from work for which they are not trained and which requires specialist competence, e.g. welding.
- Refrain from operating machinery or equipment for which they are not trained or instructed.
- Participate in education and training organised by the employer to improve health and safety at work and undergo prescribed medical examinations.
- maintain order in the workplace and on company roads.
- obey traffic signs, warning signs posted on the premises and heed warning signals and agreed signs.
- Report the occurrence of an injury or accident immediately to your immediate supervisor and receive treatment.
- In the event of a medical condition, nausea or other dependency, report your condition or nausea immediately to your immediate supervisor.
- Use protective equipment and prescribed personal protective equipment at work, protect it from damage and take care of its routine maintenance.
- Report immediately to their supervisor any deficiencies and defects that could endanger the safety and health of employees and persons and contribute to their elimination to the best of their ability.

All employees are prohibited from:

- Bring and use alcoholic beverages in the workplace, and shall submit to a screening for alcohol or other intoxicants when requested to do so by a supervisor.
- Entering the workplace and premises and facilities where they have not been posted.
- Remove or damage safety equipment, covers or signs.
- Work without authority on machinery, electrical or other equipment with which they are not familiar.
- Repair or clean machinery and apparatus while it is running.
- Distract employees in any way, especially with machinery and work requiring close attention.
- Before commencing any new work, the employee shall secure instructions from the supervisor on how to work safely. If he/she does not understand something or if something is not clear, he/she shall ask the supervisor for clarification. It is the supervisor's responsibility to provide an explanation.

Safety rules for the operation of electrical equipment by familiar employees.

Familiar workers may only operate electrical equipment (with controls, switches and other means designed for this purpose) of low and medium voltage within the meaning of the implementing regulations and local working and technological procedures. They are obliged to observe the operating and safety instructions, instructions, directives and operating manuals relating to the operation of electrical equipment. equipment of the relevant type and voltage.

Employees familiar with the following are required to:

If, during operation, they detect a fault on the equipment (e.g. tingling from electric current, rattling, excessive warming of a part, unusually noisy or jerky operation, damaged insulation, smoke, strong humming, jerky start-up, smell of burning), immediately switch off the electrical equipment and report the fault;

Report all faults to the supervisor. Repair and maintenance of electrical equipment. The operator is obliged to ensure the maintenance and repair of the equipment.

11) Environmental Management System Policy AVT Group a.s.

Legislation - to consistently ensure the implementation and compliance with all legislative, normative, customer and other requirements for environmental protection.

Open access - to provide all stakeholders with access to EMS policy and information on environmental aspects. Encourage as much as possible the exchange of information, open dialogue with employees, suppliers, customers and cooperation with government authorities.

Prevention and order - to keep as clean and tidy as possible, to prevent air, water and soil pollution and excessive waste generation.

Technology and operation - to prevent pollution and waste by continuously improving the techniques, technologies and materials used.

Resource conservation - to progressively reduce the consumption of energy and raw materials through the application of modern technologies and the latest knowledge.

Education - to consistently educate and motivate employees and to raise awareness of the environmental impact of their activities.

Waste reduction - by minimising waste and making efficient use of all available resources, continuously reduce the volume of waste produced.

Sorting and recycling - to continuously increase the proportion of waste produced that is sorted and recycled.

Specific targets - to meet the EMS policy, clearly set, measure, regularly evaluate and update specific targets and plans for achieving them.

Continuous improvement - the organisation commits to regularly evaluate the EMS policy, its objectives and environmental aspects. The results of the evaluation, together with the latest scientific knowledge, will be used to seek further improvements in environmental protection and pollution prevention.

AVT Group a.s. (the "Company") has implemented and certified an environmental management system compliant with the requirements of ISO 14001:2015 since 2020. The company is registered with the international certification authority Quality Austria under the registration number 04121/0.

The company consistently ensures that all legislative, normative, customer and other requirements for environmental protection are implemented, up-to-date and complied with.

The company ensures orderliness and prevents air, water and soil pollution and excessive waste production. Between 2019 and 2022, the Company has been working to eliminate the black dumpsite and to resume the use of buildings that were in disrepair until then during the reclamation of the former agricultural cooperative site.

The Company is strictly committed to waste segregation, in the following categories: paper, plastic, glass, metal, electrical and bio-waste, fats and oils. Discarded electronics and parts of building structures are dismantled and sorted according to the type of material. The polystyrene thus obtained is crushed in a shredder and used as an admixture in concrete, which

The company has been monitoring its electricity consumption for a long time and is planning to purchase electrovoltaic solar panels and a battery system for electricity storage in the near future. The electricity generated in this way is expected to be met by our own electrical equipment and electric vehicles.

Energy efficiency is ensured, among other things, by the use of modern heat pumps. The installed air-conditioners are only used on really hot days, and only to cope with extreme temperature peaks. The branches are insulated according to current standards, which helps to keep the energy consumption of the buildings low in summer and winter.

The company uses a retention tank to collect rainwater, which it also uses to irrigate plants and beds for organic crop production. Drinking water consumption is consistently monitored by means of installed equipment and a web-based interface that is accessible to all employees and permanently displayed on a monitor in the company premises. Current and long-term consumption data as well as trends are analysed and used to reduce consumption.

The company does not use chemicals in its work activities. The only exceptions are common cleaning products.