

FEAG

Code of Conduct

FEAG SLK Elektro s.r.o.

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FEAG SLK Elektro s.r.o., through this Code of Conduct, seeks to behave ethically and conduct business with integrity. The Code is a binding document derived from our corporate values and its provisions apply to everybody employed by FEAG SLK Elektro s.r.o. It establishes principles for conduct in the company, between employees, and with external entities.

1. Protecting the company's reputation and property.

Employees are required to conduct themselves in a way that promotes the good name of FEAG SLK Elektro s.r.o. and protects its interests. Every employee has a responsibility to protect the company's intellectual property and material assets. The use for personal gain of corporate property including working equipment, stocks, buildings and other property is prohibited unless an employee-employer agreement specifically permits it. Intellectual property is a valuable asset that has to be protected against unauthorized use or disclosure. Such property includes trade secrets, confidential information, copyrights, trademarks, logos, and also customer lists, commercial opportunities, and product specifications, whether FEAG SLK Elektro s.r.o. or its business partners own them.

2. Data privacy

FEAG SLK Elektro s.r.o. respects its employees' privacy and is committed to protecting their personal data. Personal data are processed in compliance with the Personal Data Protection Act and applicable internal directives produced in response thereto. Access to the data is only granted to people employed by FEAG SLK Elektro s.r.o. that have been given authorization and to whoever processes the data in order to fulfill its obligations.

Taking the protection of privacy and personal data into account, FEAG SLK Elektro s.r.o. reserves the right to access and monitor computers and visually surveil its premises in order to maintain the information technology that processes personal data, as well as for the purpose of fulfilling its business commitments and obligations from generally binding legislation and internal directives.

3. Relationships within the company

At FEAG SLK Elektro s.r.o., relationships are founded on transparency, open communication, mutual trust and respect. Relationships with employees and between superiors and subordinates are based on respect for the dignity of every person and for fundamental human rights. Everybody has the right to preservation of human dignity, personal honor, reputation and the protection of one's name. Corporate management does not interfere in the private and family life of people employed at FEAG SLK Elektro s.r.o., does not tolerate psychological or physical violence, and encourages its employees to express their opinions and discuss them openly. It is committed to partnering with union representatives and to the goal of creating conditions for decent work.

4. Discriminatory practices

FEAG SLK Elektro s.r.o. prohibits discrimination by sex, race, creed, age, disability, sexual orientation, national origin or any other reason protected by law.

It requires every employee to contribute toward improving working conditions through respect for all principles and policies, and by refraining from discrimination of any kind.

5. Sexual harassment

Sexual harassment at the workplace is not allowed. It is defined as unwelcome sexual advances, requests for sexual favors, any other unwelcome verbal or physical behavior of a sexual nature at the workplace, as well as other similar conduct that creates an uncomfortable work environment.

6. Safety and health

FEAG SLK Elektro s.r.o. ensures employees a high level of health and social care, creating conditions for a safe working environment. Related internal rules reflect general principles of prevention and essential conditions for safeguarding safety and health and for avoiding risks and factors contributing to occupational injuries, occupational diseases and damage to health. The company raises awareness among employees of these rules while providing training in occupational health and safety requirements.

FEAG SLK Elektro s.r.o. has signed a contract with an occupational health service for physical examinations of employees and to provide people employed in risky occupations with regular biannual examinations. It also provides recuperation stays to enable them to relax and recover.

Part of the job is looking after workplace health and safety while improving conditions. Corporate staff members employed at all management levels are responsible for these tasks within the scope defined in their job descriptions.

7. Accepting gifts and preventing corruption

Nobody employed at FEAG SLK Elektro s.r.o. is allowed to solicit or accept services, gifts or benefits from customers and suppliers that influence, or may appear to influence, their actions when they represent the company. Gifts and benefits may be exchanged at a level not exceeding customary local courtesies in accordance with ethical business practices and applicable laws. When in doubt, employees should consult with their supervisors or the head of Human Resources.

FEAG SLK Elektro s.r.o. and the people employed by it take a fair and honest approach in their relationships with business partners that is consistent with anti-corruption behavior.

8. Relationships with shareholders

FEAG SLK Elektro s.r.o. is obliged to protect the capital invested in it by its shareholders and to ensure long-term, appreciable returns on their investments. The law requires FEAG SLK Elektro s.r.o. to provide information about it to shareholders and to take their interests into account. It complies with legislation regarding transparent disclosure of information. All shareholders have the right to

express their opinions about the company's activities, in particular through voting, negotiations, discussion and mutual agreement.

9. Environmental protection

FEAG SLK Elektro s.r.o. sees environmental protection and conservation of natural resources for future generations as critical. Its employees should therefore consider the impact of their actions and decisions while they are at work and to both act and decide in a way that balances economic and environmental interests. Such actions and decision-making should also include efforts to mitigate any adverse impact of FEAG SLK Elektro s.r.o. on the environment and to reduce environmental risks.

Everyone employed at FEAG SLK Elektro s.r.o. is obliged to do their jobs in compliance with environmental protection laws and regulations applicable to the place where they work.

Our business activities have an impact on the environment and so we are committed to enhancing our environmental performance through preventive measures and the use of environmentally friendly technologies.

10. Relationships with business partners

Our ambition at FEAG SLK Elektro s.r.o. is to succeed in a transparent market environment. No competitive advantage through illegal or unethical practices is sought by us.

Everybody employed at FEAG SLK Elektro s.r.o. is required to behave fairly in their relationships with business partners, avoiding manipulative practices, neither concealing relevant information nor misusing confidential information, and not making unfair deals with business partners.

Customers are provided by us with up-to-date, adequate, accurate and understandable information about our products and services. Everybody at the company approaches their job responsibilities in a way that enhances the value of the products and services they provide to customers. FEAG SLK Elektro s.r.o. shares the principles of ethical behavior, social commitment and respect for the environment with its suppliers, subcontractors and intermediaries. We present these principles to our business partners and motivate them to comply with the same standards we do.

11. Conflicts of interest

A conflict of interest arises whenever personal interests interfere with an employee's responsibilities and loyalty to FEAG SLK Elektro s.r.o. and when actions taken by him or her could harm the company or put it at a disadvantage. Staff members employed by FEAG SLK Elektro s.r.o. are not permitted to engage in any activity that could be described as a conflict of interest. Managers and executive officers may not act as a statutory body or a member of a statutory or other body of another legal entity in the same or similar business, except for companies in whose business FEAG SLK Elektro s.r.o. participates.

An employee may only engage in a business or other gainful activity identical to the business of FEAG SLK Elektro s.r.o. if the employee has received prior consent from it.

No one may use their official position in FEAG SLK Elektro s.r.o. for private purposes and they are required to avoid relationships that entail a risk of corruption or may call into question our objectivity and independence in the conduct of our business.

12. Illegal practices

FEAG SLK Elektro s.r.o. complies in its operations with applicable laws and regulations and requires the same from its business partners.

It is neither involved in illicit trading of products, nor in the drug trade.

The company treats the information it obtains from business relationships as confidential, will not disclose it to third parties and will seek to prevent any misuse thereof.

13. EtickýkodexV1.0 EN REV A.docx

Organizational Directive OS-16-01, issued pursuant to National Council of the Slovak Republic Act 307/2014 on certain whistleblowing-related measures and on the amendment of certain laws, governs conditions for providing protection to anybody reporting a crime or other whistleblowing against victimization in the workplace and enshrines the rights and obligations of whistleblowers (both natural and legal persons).

14. Reporting unethical behavior

Any violations or potential violations of the Code of Conduct are supposed to be reported by anybody employed at FEAG SLK Elektro s.r.o. as soon as they become aware of them.

Violations of the Code of Conduct should be reported to the employee's direct superior, the next higher-level manager in the organizational structure, the head of Human Resources or anonymously through any of the corporate mailboxes. Employees also have the option of filing a complaint through their employee representative or the union.

Mailboxes are located at the Administration Building, Main Entrance to Building ED3, and the MD next to the electronic attendance card reader.

A report of unethical behavior can be made orally, by telephoning +421 35 7713 557, emailing slkelektro@slkelektro.sk or posting a letter to FEAG SLK Elektro s.r.o, Secretariat, Elektrárėnská 10, 94501 Komárno.

Anyone who receives a reported violation of the Code of Conduct is required to guarantee anonymity to the person reporting it. Only with the whistleblower's consent can his or her name be revealed. Anybody to whom the violation of the Code of Conduct has been reported is required to answer to the report and adopt a solution in response, according to their competences. Reports of violations are evaluated at production meetings on a weekly basis. FEAG SLK Elektro s.r.o. will not tolerate

victimization of people who in good faith report problems regarding compliance with the Code of Conduct.

Komárno, 16 August 2022