

Wotan Forest, a.s. Policy

Wotan Forest, a.s., with registered office at Rudolfovská 202/88, České Budějovice 4, 370 01 České Budějovice, Company ID No. 26060701 (hereinafter only the “Company”), has been observing all statutory regulations in force in the Czech Republic.

Wotan Forest, a.s. hereby announces the principles the Company has been following in its business and which are required to be followed by its Suppliers as well.

The basic principles followed by the Company are listed below:

- a) **Prohibition of child employment and prohibition of child labour**
The Company does not allow any form of use of child labour, direct or indirect (via sub-suppliers). All employees must reach the minimum age for work in accordance with the statutory regulations of the Czech Republic.
- b) **Prohibition of forced or any other involuntary labour**
Forced labour is deemed to be all work and/or services ordered to any individual under threat of sanctions when such individual does not perform the work voluntarily. The Company respects that the right of each individual is not to be forced to work and requires observance of this principle from its suppliers, as well.
- c) **Prohibition of any physical punishments, assaults, threats of violation or other harassment and/or abuse**
The Company prohibits physical assaults and/or punishments, threats of physical assaults, sexual and/or other harassment, verbal assaults and/or other forms of intimidation.
- d) **Prohibition of all forms of discrimination**
The Company creates equal opportunities for all its employees; the Company does not use nor tolerate any form of discrimination based on race, skin colour, sexual orientation, gender, political opinions, religious belief, age and/or disability.
- e) **Respecting the right of employees of association and bargaining**
The employees have the right to the free establishment of a trade union, they may freely join it and perform collective bargaining.
- f) **Ensuring safe and hygienic conditions and observance of regulations in the area of occupational safety and health including fire protection**
The Company ensures safe work environment and work conditions for its employees in accordance with the statutory regulations of the Czech Republic.
- g) **Observance of all statutory regulations in the area of employment and remuneration**
The Company creates suitable work conditions for its employees, observes the limit for the business hours and work overtime in accordance with the Labour Code. The Company hires



the employees based on employment contracts or agreements to complete a job or agreements to perform work.

The wages shall comply with the requirements of the statutory regulations of the Czech Republic, as a minimum. Deductions from the wage not stipulated by the statutory regulations cannot be allowed without express consent of the employee.

h) Observance of statutory regulations related to the environmental protection

The Company values the environment and strives to observe the principles of environmentally friendly behaviour. The Company observes the statutory regulations concerning the environmental protection in all its business activities.

i) Observance of all business-related statutory regulations

The Company observes the statutory regulations of the Czech Republic in its business activities. The Company requires due compliance with the statutory regulations from its suppliers, as well. The Company undertakes to supply safe products only.

j) Transparent relationships with business partners

The Company employees shall always interact with Company business partners in a proper and professional manner. They shall make their business decisions solely based on objective criteria in accordance with the customary practice in the given field. The Company prohibits to make business decisions solely based on one's own personal interests.

k) Fight against bribery and corruption

The Company prohibits any forms of bribery, corruption, fraud and extorting and introduces systems and procedures combatting them.

l) Observance of competition rules

The Company prohibits any activities distorting competition, namely agreements distorting competition, abuse of dominant position on the market and the like.

m) Protection of confidential information, intellectual property and personal data

The Company has introduced procedures and systems to protect confidential information, personal data and intellectual property and does not tolerate any breach thereof.

n) Introduction of procedures for complaint handling

The Company has introduced procedures for the handling of complaints of employees and third parties in the scope of protection of whistleblowers in accordance with the statutory regulations of the Czech Republic and in the scope of the Compliance concern policy.

o) Observance of economic and trade sanctions, embargoes imposed by the EU and/or the international community

The Company prohibits to sell, hand over and/or provide, directly or indirectly, any goods and/or services to any country, any entity and/or any party should it result in breach of any

current economic and/or trade sanctions of the European Union and/or international community.


p) Zero tolerance of tax evasions or facilitation of tax evasion

The Company prohibits any procedures, conduct and/or activities which might result in tax evasions.

q) Cooperation with local communities.

The Company objective is to be a good neighbour.

On 01/07/2023

A large, stylized handwritten signature in blue ink, appearing to read 'Martin Mašek' and 'Milan Maxa'.

For Wotan Forest, a.s.
Martin Mašek, Chairman of the Board of Directors
Ing. Milan Maxa, Vice-Chairman of the Board of Directors