



CODE OF CONDUCT SOITRON GROUP

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Date: 01. 01. 2024
Version: 1.0

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1 INTRODUCTION

Soitron Group, represented by nine well-established companies, has been providing its customers with professional IT products and services since 1991. We work diligently and consistently for the benefit of our clients, growing together as we expand into international markets.

At SOITRON, we are committed to upholding the highest standards of ethical behavior and social responsibility. This Code of Conduct outlines the principles and guidelines that guide our actions and interactions as employees, partners, and stakeholders of our organization. By adhering to these principles, we ensure a safe, respectful, and sustainable work environment that fosters trust, fairness, and accountability.



2 HUMAN RIGHTS AND WORKING CONDITIONS

2.1 Child Labor and Young Workers

We strictly prohibit the use of child labor in any form, as defined by applicable laws and regulations. We are committed to providing young workers with a safe and supportive working environment that adheres to all relevant labor laws. Employees under the legal working age shall not be employed, and those eligible for employment will be provided with appropriate training and supervision.

2.2 Wages and Benefits

We recognize the value of our employees and are committed to providing fair wages and benefits that meet or exceed legally mandated standards. We ensure that compensation is based on merit, experience, and responsibilities without any form of discrimination.

2.3 Working Hours

Our employees' working hours will comply with applicable laws and industry standards. Overtime work will be voluntary and compensated accordingly. Adequate rest breaks will be provided to ensure the health and well-being of our employees.

2.4 Modern Slavery

We unequivocally condemn all forms of modern slavery, including human trafficking and forced labor. We are committed to conducting due diligence to prevent these practices from infiltrating our supply chain and operations.

2.5 Freedom of Association and Collective Bargaining

We respect employees' rights to freedom of association and collective bargaining as allowed by law. We commit to open communication and constructive dialogue with employee representatives to address concerns and negotiate fair terms and conditions of employment.

2.6 Harassment and Non-Discrimination

We maintain a work environment free from harassment, discrimination, and any form of intimidation. We do not tolerate discrimination based on race, gender, religion, sexual orientation, age, disability, or any other protected characteristic. All individuals are treated with respect and dignity.



2.7 Equal opportunity and equal treatment

Equal opportunities and equal treatment are key cornerstones of a fair, unprejudiced and open approach. SOITRON encourages respectful cooperation in a spirit of partnership, diversity and tolerance. We offer equal opportunities for everyone. We do not discriminate or tolerate discrimination on grounds of ethnic or national origin, sex, religion, views, age, disability, sexual orientation, skin color, political views, social background or any other characteristics protected by law.



3 OCCUPATIONAL SAFETY AND HEALTH

3.1 Occupational safety and healthcare

We provide occupational safety and healthcare in line with the provisions of national regulations and with the occupational health and safety policy. We prioritize the safety of our employees and stakeholders. We improve the working environment and a range of preventive health care and health promotion measures.

3.2 Accidents, injuries, or incidents

In the event of accidents, injuries, or incidents, we will promptly provide medical attention and support, as well as report and investigate the circumstances to prevent recurrence.

3.3 Fire Safety

We implement rigorous fire safety measures to protect our employees and assets. Regular fire drills, proper evacuation procedures, and the maintenance of fire safety equipment are essential components of our commitment to safety.



4 RESPONSIBILITY AS A BUSINESS PARTNER

Transparency, integrity, and fairness are key it creates credibility and trust in business practices.

We are dedicated to maintaining the highest standards of integrity and ethics. Corruption and money laundering will not be tolerated in any aspect of our operations. Employees must avoid situations that could lead to conflicts of interest and must promptly disclose any potential conflicts.

4.1 Gifts, hospitality and invitations

Our internal rules set out what benefits are appropriate and what steps must be taken when receiving and granting benefits.

4.2 Prohibition of corruption

Corruption is prohibited. Consequently, we do not tolerate corruption. We grant benefits to business partners, customers or other external third parties only within the permissible legal framework and in line with existing rules.

4.3 Accounting and financial reporting

We comply with the statutory provisions for proper accounting and financial reporting. We publish our periodic financial statements punctually in accordance with national and international accounting regulations.

4.4 Fair and free competition

We conduct business solely on the basis of merit and market economy principles, as well as free and unhindered competition.

We do not enter into any anti-competitive agreements with competitors, suppliers or customers.



5 ENVIRONMENTAL PROTECTION

5.1 Renewable Energy

We are committed to reducing our carbon footprint by actively seeking and utilizing renewable energy sources in our operations whenever feasible.

5.2 Sustainable Resources Management

We strive to manage our resources responsibly, minimizing waste and promoting sustainable practices in our business operations.

5.3 Waste Reduction

We are dedicated to waste reduction and responsible waste disposal practices. Recycling and waste reduction initiatives will be encouraged throughout our organization.



6 CONCLUSION

By adhering to this Code of Conduct, we ensure that SOITRON operates with the utmost integrity, fostering a work environment that values employees, promotes sustainability, and contributes positively to society. This Code serves as a guide for all members of our organization to uphold these principles and build a better future together.

