

# Code of Conduct for Business Partners

## Introduction

At Elektronicke riadiace systemy s.r.o., we are committed to conducting our business with integrity, fairness, and in accordance with the highest ethical standards. This Code of Conduct outlines the principles and expectations we have for our business partners, including suppliers, contractors, and other third parties. We expect all our business partners to uphold these standards and operate in a manner that is socially and environmentally responsible.

## 1. Compliance with Laws and Regulations

All business partners must comply with all applicable local, national, and international laws and regulations. This includes, but is not limited to, laws and regulations related to labor, health and safety, the environment, and anti-corruption.

## 2. Ethical Business Practices

### - Integrity and Fairness:

Business partners should conduct their business with integrity and fairness, avoiding any form of corruption, bribery, or unethical practices.

### - Conflict of Interest:

Partners should avoid conflicts of interest that could compromise the integrity of their business relationship with Elektronicke riadiace systemy s.r.o.

## 3. Labor Practices

### -No Forced Labor:

Business partners must not engage in or support the use of forced labor, including bonded or involuntary prison labor.

### - No Child Labor:

Business partners must not employ individuals under the legal minimum working age as defined by applicable laws.

### - Non-Discrimination:

Business partners should provide a workplace free of harassment and discrimination based on race, gender, age, nationality, disability, or any other legally protected characteristic.

### - Fair Wages and Working Hours:

Business partners must comply with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.

#### **4. Health and Safety**

Business partners must provide a safe and healthy working environment for their employees. They should take necessary steps to prevent accidents and injuries and ensure that their operations comply with all relevant health and safety regulations.

#### **5. Environmental Responsibility**

Business partners should operate in an environmentally responsible manner, striving to minimize their environmental impact. This includes:

- Sustainable Practices:

Implementing practices that promote resource efficiency and sustainability.

- Pollution Prevention:

Taking measures to prevent pollution and manage waste responsibly.

- Compliance:

Adhering to all applicable environmental laws and regulations.

#### **6. Confidentiality and Data Protection**

Business partners must respect the confidentiality of any proprietary information shared by Elektronické radiace systémy s.r.o. They should also comply with all applicable data protection and privacy laws.

#### **7. Reporting and Compliance**

- Monitoring and Audits:

Business partners may be subject to audits or inspections by Elektronické radiace systémy s.r.o. to ensure compliance with this Code of Conduct.

- Reporting Violations:

Partners should promptly report any known or suspected violations of this Code of Conduct to Elektronické radiace systémy s.r.o. through the designated reporting channels.

#### **Conclusion**

Elektronické radiace systémy s.r.o. values its relationships with business partners who share our commitment to ethical, legal, and socially responsible business practices. By adhering to this Code of Conduct, our business partners play a critical role in helping us achieve our mission and maintain our reputation for integrity and excellence.

**Contact Information**

For any questions or concerns regarding this Code of Conduct, please contact us at:

[ers@ers.sk](mailto:ers@ers.sk)

**Thank you for following the Business Partner Code of Conduct!**