

Code of Conduct

of LEGRO Slovakia s.r.o.

1. Introduction

The Code of Conduct sets out the fundamental principles and values, that guide our company. Its purpose is to provide clear guidance for all employees, business partners and suppliers to act in accordance with ethical standards, laws and company values.

Our company is committed to transparency, accountability and compliance with legal and ethical standards in the countries to which we export our products. We believe that adherence to high ethical standards are essential for maintaining the trust of our customers, partners and the general public.

Every employee plays a key role in building a culture based on integrity, respect and professionalism. We expect all employees to act honestly, fairly and in accordance with this Code of Conduct while contributing to the sustainable development of the company and the positive work environment.

2. Values and principles

2.1 Honesty and transparency

Our company acts honestly and fairly towards employees, customers, suppliers and business partners. All business and manufacturing processes are conducted transparently and in accordance with applicable laws. We promote open and fair communication at all levels of the organization.

2.2 Respect for Human Rights

We reject all forms of discrimination based on gender, age, race, religion, or other personal beliefs. We ensure fair working conditions and strictly oppose child labor and forced labor.

2.3 Environmental Protection

We minimize the negative impact of our activities on the environment through eco-friendly production processes. We comply with environmental standards and strive to optimize resource and energy consumption. We support innovation and investment in sustainable technologies.

2.4 Product Quality and Safety

We are committed to maintaining the highest standards of quality and safety for our products. We conduct regular inspections in accordance with applicable regulations. We continuously improve our products and processes to enhance customer satisfaction.

3. Employee Relations

We support open communication and mutual respect among employees. We ensure fair remuneration and encourage the professional development of our employees. We prioritize workplace safety and health protection. We strive to create job opportunities and support employee growth.

4. Business Relations and Corruption

We reject corrupt practices and bribery in any form. We build business relationships on the principles of transparency, honesty, and contractual compliance. We ensure fair and ethical business practices and collaborate only with partners who adhere to ethical and legal standards. We promote long-term and fair business relationships with suppliers

5. Code Implementation

Every employee is required to familiarize themselves with this code and adhere to its principles. Any violation of ethical rules may result in disciplinary actions. We encourage the reporting of unethical behavior and guarantee the protection of whistleblowers. This Ethical Code is binding for all employees, business partners, and suppliers of our company.