

**ETHICAL CODE
of UNITHERM, s.r.o.
and acceptance of social responsibility**

UNITHERM, s.r.o. accepts responsibility for its actions, for its behavior and for the impact of its activities on the environment. The Code of Ethics consists of 5 basic pillars:

1) Environment

The UNITHERM, s.r.o. premises are located in close proximity to a protected landscape area and therefore this is a key issue for us. We are ISO 14001 certified. We strive to make all our processes sustainable so that the quality of the environment is maintained for future generations. We are concerned with reducing our carbon footprint, waste recycling, energy, etc.

2) Our employees

We are committed to creating a safe working environment and ensure the health and safety of our employees in accordance with applicable laws. Harassment or discrimination of any nature is not tolerated. In case of any doubt, whether in the performance of work tasks or personal matters, we encourage our employees to contact their supervisor.

Employees are hired on the basis of qualifications and abilities without regard to color, gender, sexual orientation, height, weight, disability, religion, political affiliation, marital status or age.

Child labor is strictly prohibited.

3) Our customers

We treat our customers with courtesy, proactively, transparently (informationally and financially) and with the utmost responsiveness to their requirements. We care about the customer relationship and realize that the company's future depends on it.

Acceptance of donations is restricted so as to did not disturb fairness in dealings. The gift must be in the nature of a promotional item. Corruption, at any level and in any form, is not tolerated, and the same applies to conflicts of interest.

4) Suppliers

Material suppliers are carefully selected and we make sure that raw materials come from trusted sources. Human rights must not be compromised throughout the supply chain. We address conflict minerals, feedstock and product safety.

We vet all suppliers and take immediate action when in doubt. We take care of the relationship with our suppliers.

5) Other communities

Legalization of proceeds of crime (money laundering) is strictly prohibited. It is not tolerated at any level. Personal data is handled sensitively in accordance with applicable laws (GDPR).

In the case of "whistleblowing", the whistleblower is protected and full transparency is applied.

This Ethical code applies to all parties involved.

Martin Bien
Chief Executive Officer

