



## CODE OF ETHICS FOR BUSINESS

### PARTNERS OF PRECHEZA a.s.

#### 1 INTRODUCTORY PROVISIONS

- 1.1 At AGROFERT a.s. (hereinafter referred to as "AGROFERT") and PRECHEZA a.s. (hereinafter referred to as "PRECHEZA"), we are fully aware of our social responsibility. We adhere to high standards of ethical conduct and sustainable business practices, which are enshrined in our Code of Ethics.
- 1.2 We also consider the responsible selection of business partners to be part of a responsible approach. For the purposes of this regulation, a business partner is defined as any natural or legal person outside AGROFERT and PRECHEZA a.s. with whom these companies have entered into a contract (e.g., suppliers and service providers, intermediaries, agents, sales representatives, consultants, customers, hereinafter referred to as "business partners"). We select our business partners fairly and without discrimination, taking into account not only economic criteria, but also expecting them to behave in accordance with the principles of ethics, sustainability, and occupational health and safety, as well as international and European instruments and conventions in the field of human rights. In order to establish minimum standards of conduct in business relations that we expect from all our business partners, we issue this Code of Ethics for Business Partners of the AGROFERT Group and PRECHEZA (hereinafter referred to as the "Code of Ethics for Business Partners").
- 1.3 We expect our business partners to familiarize their relevant employees with the rules contained in this regulation and to make reasonable efforts to enforce compliance with these rules in their own supply chains, especially among their immediate business partners.
- 1.4 In the event that any provision of the Code of Ethics for Business Partners conflicts with contractual agreements between a business partner and PRECHEZA, the contractual agreements shall prevail.

#### 2 BASIC DUTIES

##### 2.1 Compliance with legal regulations

Compliance with applicable legal regulations is one of the main principles of the AGROFERT Group and PRECHEZA. We expect our business partners to act in accordance with the laws and regulations applicable and effective in the country of their registered office and in all countries in which they operate, as well as applicable and effective EU regulations and international treaties. We expect our business partners not to tolerate any illegal conduct.

## **2.2 Respect for human rights, sustainability, and business ethics**

Respect for human rights, ethical conduct, and business sustainability are fundamental to us. We expect our suppliers to:

- respect human rights and comply with the principles of business set out in international and European instruments and conventions on sustainability and human rights, in particular the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the ILO's fundamental conventions,
- apply internal policies and procedures to prevent human rights violations and, in the event of such violations, take prompt and effective corrective action and preventive measures for the future.

## **2.3 Prohibition of discrimination and protection of employees**

We expect our business partners to:

- ensure equal and non-discriminatory conditions for employees and other collaborators regardless of age, race, ethnic origin, skin color, nationality or social background, religion, gender, marital status, sexual orientation, gender identity, political beliefs, disability or handicap; and prohibit any other forms of discrimination covered by EU and national law, including sexual and other harassment as a specific form of discrimination,
- do not tolerate violence, threats, insults, intimidation, any form of attack or aggressive behavior, behavior creating a hostile atmosphere, or other inappropriate behavior in the workplace,
- respect the differences and diversity of individuals,
- comply with the minimum age for employment in their areas of operation and reject the use of child labor, forced or compulsory labor, and all forms of modern slavery and human trafficking, both in their own activities and in those of their business partners,
- respect the human dignity, privacy, and personal rights of each individual,
- treat permanent employees and temporary employees, including agency workers, equally,
- recognize the rights of employees to freedom of expression and freedom of association, respect the right of employees to join, form, or not join a trade union without fear of reprisal, intimidation, or harassment, and the right to social dialogue,
- respect applicable laws governing minimum wages, provide fair and equal wages, including equal pay for men and women for equal work or work of equal value, benefits, and other working conditions in accordance with applicable laws in their place of operation and international standards and conventions,
- respect the legal working hours for the given jurisdiction and the right to rest,
- in the event of intervention by private or public security forces, ensure respect for the human rights of employees and other persons (prevent unlawful physical or psychological violence),
- comply with applicable laws and international conventions on occupational health and safety, occupational safety rules, and rules for the safe operation of technical equipment, provide appropriate protective equipment and training, improve working conditions, and take other measures to monitor and reduce occupational health and safety risks.

#### **2.4 Responsibility towards communities and customers, product quality and health safety**

We expect our business partners to behave responsibly towards their customers and the communities and regions in which they operate:

- monitor the impact of their activities and take reasonable account of the views and interests of the community,
- strive to avoid negative impacts of their activities, or mitigate or remedy such impacts and prevent them from occurring in the future,
- respect the rights of vulnerable groups, local communities, and indigenous peoples in places where these groups are affected by their business activities,
- ensure that their products and production processes comply with legislative and regulatory requirements for quality, safety, and health safety, implement appropriate quality management and control systems, and introduce all necessary corrective and preventive measures in this area,
- provide complete, accurate, and clear information on the content, composition, health safety, safe use, maintenance, storage, and waste disposal of the products and services they sell, to the extent appropriate,
- in connection with the sale of products or the provision of services, they use honest and responsible commercial, marketing, and advertising practices and procedures and reject any misleading, deceptive, fraudulent, unfair, or dishonest practices towards consumers and end users,
- make reasonable efforts not to use raw materials in their products that originate from conflict-affected and high-risk areas, which could directly or indirectly contribute to human rights violations, corruption, the financing or favoring of armed groups, or similar negative consequences,
- immediately report any problems with the quality and safety of their products and services to the relevant authorities and business partners concerned and implement all necessary corrective and preventive measures.

#### **2.5 Protection of the environment**

We expect our business partners to respect environmental protection:

- comply with applicable laws and international conventions relating to environmental protection and the prevention of environmental accidents,
- obtain and maintain all necessary official permits, licenses, and registrations in this area and comply with the conditions and requirements set forth therein,
- monitor the environmental risks associated with their products and services and their impacts, take into account in their internal regulations and procedures the requirements for the prevention and minimization of environmental risks and the reduction of negative impacts on the environment, and provide transparent information on the environmental impacts of their products and services,
- emphasize the protection of nature, biodiversity, soil, and water resources,
- ensure good living conditions and animal welfare, and do not tolerate cruel, negligent, or inhumane treatment of animals in their operations and supply chains,

- use natural resources responsibly and efficiently, strive to minimize consumption of energy, water, and raw materials, and make maximum use of environmentally friendly technologies and renewable or sustainable resources,
- strive to minimize emissions of substances into the soil, water, and air that may cause pollution or contribute to climate change,
- support responsible and sustainable sourcing of raw materials,
- take measures to minimize waste generation and to manage and dispose of waste in accordance with applicable laws and regulations and in an environmentally friendly manner,
- strive for continuous improvement in environmental protection.

## **2.6 Protection of competition**

Compliance with applicable competition laws is not only a legal obligation for us, but also a key element of our corporate culture and part of our social responsibility. We therefore require our business partners to act in accordance with applicable competition laws.

## **2.7 Transparency in business relationships and anti-corruption behavior**

We expect our business partners to:

- treat their business partners fairly, without giving them unfair advantages or disadvantages, and without discriminating against them in any way. When selecting their suppliers, they also take into account social and environmental criteria, in particular commitments to respect human rights and sustainability principles, where possible,
- properly fulfill their obligations towards their business partners, the state, or other public institutions, and that they always act lawfully and honestly in their business relationships,
- apply zero tolerance towards any form of corruption, bribery, or fraudulent behavior,
- do not directly or indirectly (using third parties) offer, give, request, or accept bribes or gifts, invitations, hospitality, or favors that could be construed as a bribe or special advantage,
- respect the rules and regulations for subsidies, public tenders, and other contracts of state and public institutions and do not influence representatives of these institutions in any way in order to obtain an unfair advantage,
- avoid any activity or situation that may lead to a conflict between the private interests of employees or other representatives of the business partner and our interests, and immediately notify us of any conflicts of interest that may affect mutual business relations,
- take measures against money laundering and terrorist financing and comply with the legal regulations applicable in this area,
- comply with applicable regulations, rules, and supervision relating to international trade, import, and export of goods, software, and technology, including international sanctions.

## 2.8 Intellectual property, confidentiality of information, protection of property, and protection of personal data

We expect our business partners to:

- protect trade secrets and confidential information that they learn or obtain in the course of their mutual business relationship,
- respect and protect the intellectual and industrial property rights of AGROFERT Group companies and third parties.
- protect the property of AGROFERT Group companies from theft, damage, or misuse in the course of their activities,
- act in accordance with applicable personal data protection laws and other privacy laws,
- in case of designing, developing, and using artificial intelligence to perform activities with the AGROFERT Group and PRECHEZA, they respect the principles of data protection, personal data protection, security, legality, transparency, integrity, and confidentiality, and ensure that the development and use of artificial intelligence applications comply with applicable laws and that the systems are reliable, with all control of these applications remaining under human control at all times.

## 3 COMPLAINTS AND SUGGESTIONS

- 3.1 We expect our business partners to have mechanisms in place that allow them to raise concerns (even anonymously), concerns, or point out circumstances that indicate a violation of legal regulations, sustainability principles, and/or rules of ethical conduct, including independent verification of relevant reports and protection of whistleblowers from retaliation.
- 3.2 Any person, including employees of business partners or third parties, may contact the employee responsible of the AGROFERT Group in the event of a violation of these rules. If this is not possible (e.g., they are involved in the conduct in question or there are other reasons), they may contact the independent Compliance Officer of PRECHEZA or submit a complaint directly to the AGROFERT Group Ethics Hotline:

<http://www.agrofert.cz/compliance/>

or by calling +420 272 192 999

3.3

Every report recorded at any level by the Compliance Officer or on the AGROFERT Group's ethics hotline will be investigated properly, quickly, independently, and objectively, and corrective or preventive measures will be taken for the future if necessary.

3.4

3.5

All documents relating to the investigation are confidential.

No retaliatory, discriminatory, or other negative measures against a person who, in good faith, initiated an investigation or otherwise reported conduct contrary to the rules are permitted or tolerated. Protection cannot be claimed by a person who knowingly made a false report.

#### 4. VIOLATION OF THE BUSINESS PARTNER'S CODE OF ETHICS

- 4.1. We expect to be informed by our business partner in a timely and appropriate manner of any suspicion or concern regarding a breach or other violation or non-compliance with the standards set forth in this regulation, which will enable joint verification of the facts and corrective action.
- 4.2. We reserve the right to monitor and verify whether the business partner complies with the provisions of the business partner Code of Ethics, for which the business partner shall provide the necessary cooperation.
- 4.3. In the event of reasonable suspicion of a breach of the business partner's Code of Ethics, the business partner shall provide an explanation or further information regarding the suspicion under investigation, including information on whether and what measures the business partner has taken to remedy and prevent such breaches in the future. We are prepared to assist our business partners in this process. Where contractual relationships and applicable laws allow, we reserve the right to suspend or terminate cooperation with a business partner who does not meet the standards set out in the business partner's Code of Ethics and is unwilling to take the necessary steps to meet them.

In Přerov, 28<sup>th</sup> July 2025



Ing. Ivo Hanáček

Vice Chairman of the Board of Directors



AGROFERT, a.s.

member of the Board of Directors  
represents in the performance of duties  
Ing. Oldřich Konečný, MBA