

FEBE SCRAP BEHAVIOUR POLICY

Our business conduct is characterized by integrity and compliance with the law. We expect the same from our partners.

We are committed to the following principles in particular:

1. Human Rights

We recognize and support the UN Universal Declaration of Human Rights and ensure that we do not work with partners who violate human rights.

a) Modern Slavery

We are committed to adopting and improving practices that ensure that slavery and human trafficking do not occur in our supply chains or in any other part of our business.

b) Child Labor

Child Labor should not be utilized and age of employment should be in accordance with local Labor law.

c) Forced Labor

Any form of forced or compulsory Labor should not be used.

d) Freedom of Association

Workers should be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

Workers should have the right to associate freely, join Labor unions, seek representation and join workers' councils in accordance with local laws.

e) Harassment and Discrimination

Harassment or discrimination against employees in any form is not acceptable.

This includes, but is not limited to, gender, race, colour, caste, disability, veteran status, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

f) Health and Safety

Workers should have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

g) Wages and Benefits

Compensation and benefits should be competitive and comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits.

h) Ethical Recruitment

The company recruits and treats employees on equal terms and does not discriminate on the basis of race, ethnicity, nationality, sexual orientation, age, disability, religion or worldview.

i) Land, Forest and Water Rights and Forced Eviction

We do not support or do business with companies that do not behave responsibly and whose activities threaten the right to ownership of land, forests and waters.

2. Working standards

We recognize and support the core Labor standards of the International Labor Organization (ILO). We advocate diversity and equal treatment regardless of gender, marital status, nationality, age, ethnic origin, sexual orientation, physical or mental disability, or religion. We strive for high levels of occupational and property safety and health protection.

3. Environment

The company's strategy is to minimize possible negative impacts on the environment. We take responsibility for the responsible use of natural resources and support the use of environmentally friendly technologies. We make sure to cooperate with partners who have the same attitude towards the environment.

We do not trade or use hazardous chemicals for our activities.

We use solar energy for heating and cooling for our needs. In January 2023, the owner of the building installed photovoltaic cells with an output of 18 kW, which means that the consumption of electricity from renewable sources covers 29.16% of the total consumption.

We sort waste from our activities and have it processed for secondary use.

We try to cooperate only with partners who contribute to the decarbonization of their production processes, pay attention to reducing the consumption of fossil fuels for energy production, protecting water resources and generally adapting their activities to environmental protection.

We do not do business with companies that contribute to deforestation, animal cruelty, or even the elimination of animals, or that operate in a reckless manner with land and natural resources.

We require our suppliers to adhere to the environmental protection principles described above.

4. Competition and corruption

We support free competition and transparent markets and do not support the restriction of competition. We handle business information in accordance with the provisions of capital market law. We do not tolerate corruption and implement all necessary measures to prevent it. We want to avoid a conflict between the private interests of employees and the interests of the company.

5. Data protection

We ensure the careful handling of personal data in accordance with business principles and GDPR.

6. Protection of trade secrets and intellectual property

We are committed to protecting the trade secrets and intellectual property of third parties.

7. Tax and procurement

We comply with Czech and international legal regulations and procedures for tax collection and public procurement.

We have documented and archived all accompanying documents for individual transactions in accordance with applicable laws.

8. International trade law

We comply with Czech and international sanctions and embargoes and other restrictions on international trade.

9. Security Forces

We do not use private or public security forces for our activities

10. Counterfeit Parts

We do not purchase or sell counterfeit or otherwise improper goods.

In Ostrava 4.12.2024

Bc. David Valový, CEO