

SOCIAL RESPONSIBILITY POLICY

DIRECTIVE VAS-f038
Revision: A/01.11.2022

VAS Systém, spol s r.o. (hereinafter referred to as "**VAS Systém**") is a value-based company that takes care of an honest and fair approach to business. We believe that this one will prove to be the most suitable in the long term.

The management of VAS Systém undertakes to comply with the principles of social responsibility, as well as to ensure the resources necessary for their successful operation. The following moral and ethical principles are therefore binding for all our employees, as well as other persons who act on behalf of VAS System. They apply to all our organizational units and employees, regardless of function or position.

1. We respect human rights

At VAS Systém, we respect all recommendations based on the UN Universal Declaration of Human Rights, Basic Rights at Work from the International Labor Organization, OECD Guidelines for Multinational Enterprises, SA 8000 standards and the Slovak Labor Code. We regularly review our social responsibility policy in order to improve it, taking into account the fulfillment of all requirements.

2. We provide equal opportunities for all

We do not discriminate or tolerate discrimination of any kind — based on skin color, origin, gender, age, nationality, social background, disability, sexual orientation or ideology. We support the integration of people with disabilities among employees.

3. We treat each other with respect

We defend the dignity of every individual. We do not tolerate any harassment of current or former employees, either on or off the job. We prevent the use of mental or physical coercion, verbal abuse or corporal punishment or punishment in the form of hard labor. We do not allow conduct, including gestures, speech and physical contact, that is sexual, coercive, threatening, abusive or exploitative in nature.

4. We respect free employment decisions

We require that all employees enter into employment with VAS System of their own free will. We reject all forms of forced or compulsory labor and respect the principles of free choice of jobs.

5. Children do not work with us

We ensure proper protection of minors. We do not employ persons who have not reached

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the minimum legal age for work according to Slovak legislation, with the exception of cases where it is a government-approved training program for young people (e.g. programs for obtaining work experience).

6. We communicate openly

We encourage all employees to speak freely with management about their concerns, ideas, recommendations, comments and other questions related to their work. We allow regular meetings with employees to solve the necessary questions.

We respect the right of all workers to form and join trade unions of their choice and to bargain collectively. We ensure that employee representatives are not discriminated against and have access to union members in the workplace.

7. We have set fair working conditions

We ensure that the wages paid reach or exceed the minimum standards set by law, that they are always sufficient to meet the basic needs of workers and that they are provided with certain funds for free use. We ensure that workers are clearly and regularly informed about wages and the content of employee benefits, and that remuneration takes place in full compliance with relevant legal regulations and in a manner that suits workers. We accept the relevant laws and standards of the given field in the field of working hours, including overtime.

8. We care about safety and health protection at work

We ensure a safe and healthy working environment at all workplaces and take appropriate steps to prevent accidents and harm to health at work by minimizing the causes of hazards in the working environment as much as possible. We create an environment to ensure healthy and stimulating working conditions.

9. We help employees grow

We support employees in improving their qualifications and skills. We provide them with resources for attending courses, workshops and trainings, beyond the scope of applicable legislation.

10. We do business ethically and honestly

We adhere to the highest standards of business ethics and honesty and support the efforts of national and international authorities to introduce and enforce high ethical standards in relation to all business entities.

11. We do not tolerate corruption

Together with our business partners, we comply with relevant anti-corruption laws. Our employees do not offer any benefits to our business partners in order to obtain new business or other business-related benefits. We also do not tolerate any manifestations of blackmail

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and dishonest behavior.

12. We keep trade secrets

At VAS System, we respect confidential information about our business partners, including confidential information after the end of the business relationship. We also agree to comply with all personal data protection rules as imposed on us by applicable regulations and laws.

13. We keep reliable records

All records and documents, whether internal or external, must be accurate and factual. We adhere to legally binding accounting regulations which ensure that our records must be complete, correct, up-to-date and compatible at all times. Communication with the media, the public and representatives of the financial markets is carried out only by authorized employees.

14. We support free competition

At VAS System, we follow the rules of fair competition in accordance with all relevant legal regulations. This means that we do not participate in the creation and maintenance of cartels and do not engage in activities that circumvent, distort or limit competition under the antitrust rules. We do not abuse our dominant position in the market.

15. We prevent conflicts of interest

Our decisions are based on factual considerations, rather than being influenced by personal interests. If an employee of VAS System or our business partner is in a possible conflict of interest, he must immediately notify the management of the company.

16. We respect intellectual property

We do not condone the use of fraudulent parts or parts on any equipment used by us or our employees. We respect the license terms of third-party software to the extent permitted by the user.

17. We do not support money laundering and the financing of armed groups

At VAS System, we comply with legal regulations regarding money laundering. We do not participate in any activities that may directly or indirectly contribute to the financing of armed or sanctioned groups.

18. We only work with honest suppliers

We follow appropriate procedures to evaluate and select significant suppliers and subcontractors based on their ability to meet the requirements set by VAS System. In case of violation of the principles of this system by the supplier, he will be reprimanded in writing and requested to rectify it. In case of repeated violations, the supplier will be excluded from our supplier system.

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19. We only work with honest raw materials

We honestly select and check our raw materials from suppliers. We comply with international treaties and legislation related to trade in conflict raw materials, minerals and natural resources.

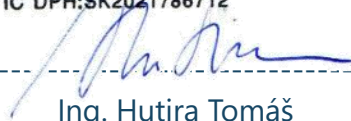
20. We care about environmental protection

We encourage environmental protection by using environmentally friendly technologies and minimizing damage. We strive to reduce water, energy and greenhouse gas emissions, improve water and air quality, and recycle as much waste as possible. We respect the internationally agreed rules regarding the prohibited substances of the RoHS directive, the use, identification and security of chemical substances within the framework of the registration and rules of the REACH system.

If an employee or other person cooperating with VAS Systém discovers a violation of any of the stated principles, they are obliged to report them to their supervisor immediately. If reporting is not possible, this violation can also be reported anonymously directly at: <https://www.vas.sk/nahlasovanie-protispolocenskej-cinnosti/>

In Dolný Kubín, on November 1, 2022.

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