



Code of Ethics



TART, s.r.o.

Validity from: 22.02.2024

ETHICS IS OUR WAY TO SUSTAINABLE DEVELOPMENT

TART, s.r.o. (hereafter referred to as the Company) adopts this Code of Ethics as a set of core values and approaches to business that guide it in the conduct of its business activities. It has established social, ethical and environmental requirements that are essential for sustainability and social responsibility, which it fulfils through its actions and requires the same approach from its business partners. The company places among its most important tasks the preservation of the company's reputation and the trust of all stakeholders.

The Company's compliance with the Code of Ethics is its moral obligation governing the behaviour and conduct of all employees towards the Company, fellow employees, customers and other business partners, government authorities and the public. The Company conducts all activities ethically and with good intentions in strict compliance with all legal standards.

All employees are expected to perform their duties in a professional manner, thereby protecting TART's reputation. Customers, suppliers and colleagues are to be treated with honesty and respect at all times. It is essential to avoid behavior that could lead to illegal conduct, damage the Company's reputation or create a potential conflict of interest.

This Code of Conduct is based on the principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) conventions and is binding on all Company employees.

By this Code of Ethics, TART, s.r.o. instructs its subsidiaries to also adopt it as their binding internal regulation and to make the provisions of this Code of Ethics binding.

SHOP FAIR

Relations with customers

We consider honesty and fairness towards our customers to be the foundation of a successful and lasting business relationship. We make sure that our products meet the declared quality parameters and requirements contained in national and international legislation. We are conscious of fulfilling all agreed terms and conditions of orders. We do not use any means other than legitimately recognized business methods in our efforts to realize the sale of our products. We comply with standards of fair trade, advertising and competition.

Relations with suppliers

We select suppliers in accordance with the rules of commercial competition. We do not use any means other than legitimate business methods when purchasing products, services, etc. and we never abuse our market position.

Protection of intellectual property

We respect and protect intellectual property rights in accordance with laws and standards. This includes copyrights, patents, trademarks, industrial design, know-how or trade secrets and we expect the same for rights held by our Company. The results of creative activity that arise in the course of employment and during the employment relationship belong to the Company. Employees shall protect the confidentiality of sensitive information they obtain in the course of their work. They will not disclose to unauthorised persons any details of the organisation's internal affairs, clients or business partners. In specified cases, we sign non-disclosure agreements (NDAs) with business partners.

Corruption

We consider corrupt practices of any kind to be unacceptable. We are committed to acting professionally, fairly and honestly in all our business and personal dealings. We follow a policy of total rejection of any form of bribery. Bribes or other means of obtaining undue or improper advantage must not be promised, offered, approved, given or accepted.

Conflicts of interest

We avoid situations in which the pursuit of one interest could adversely affect other interests or responsibilities. We make business decisions solely in the best interests of the Company and not for personal gain or advantage. Employees are required to disclose any facts that could create a conflict of interest between their personal interest and the Company's interest, and are not permitted to misuse their position or information they obtain in the course of their work for personal gain.

Relationships with competitors

Our Company conducts its business solely on the basis of the values and principles of the market economy and free and open competition. We always comply with laws and regulations and adhere to ethical principles. In any dealings with competitors, we take care not to receive or provide information from which conclusions can be drawn about current or future business conduct.

HUMAN RIGHTS ARE THE FOUNDATION OF HUMAN HUMAN RIGHTS

Working climate

Through respect and mutual support, we create an environment in which employees can feel fully engaged and motivated. We create a safe working environment, a favourable working climate and suitable conditions for employees' professional growth. Staff

have the opportunity to communicate with management and share ideas or concerns about working conditions and practices without fear of discrimination, retaliation, intimidation or harassment. The company respects the right of all workers to collectively associate in accordance with local laws.

Free choice of employment

Employees work at the Company of their own free will according to pre-agreed terms and conditions, as confirmed by contract. Fees related to the hiring of employees are not required of employees. Employees have the right to leave or terminate their employment under the terms of their employment contract and in accordance with the law. Forced or slave labour, including debt bondage, or work involving disadvantageous conditions for employees is not acceptable to our company. Identity or immigration documents such as identity cards, passports or work permits are not withheld unless required by law. Any use of temporary, agency or outsourced labour will be within the limits set by local law.

Child labour and juvenile labour

Our Company does not use any child labor. The minimum age for employment is set by current legislation. When employing minors, we comply with all working conditions established by legislation and standards. We support the education of minors and provide opportunities for work experience and training programs when requested. Juveniles, including students in study programmes, are entitled to proper remuneration for their work.

Human treatment

Our Company does not tolerate or threaten any abusive or inhumane treatment, including violence, sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, bullying, public shaming or verbal abuse. Disciplinary policies and procedures are clearly defined and communicated to staff in internal regulations.

Discrimination

We pride ourselves on respecting the dignity of every person. Our principles are based on fairness, respect and mutual support. We recognise the power of diversity, promote equality of opportunity and reject all forms of discrimination. Employees are selected and recruited on the basis of their qualifications and abilities. At our Company, we recruit, develop and reward employees based on their suitability for the job without any political, racial, religious or national origin discrimination, and without regard to age, gender, sexual orientation, gender identity and expression, disability or marital status, or any other characteristic that is not job-related.

Working hours

The length of working time is an important parameter to monitor. The number of hours worked per week, including overtime, shall not exceed the limit set by the legislation in force, including specified rest days.

Wages and remuneration

In our Company, we ensure regular remuneration of our employees for the work performed by proper payment of wages on the agreed dates. The remuneration paid to employees is in compliance with all wage laws and regulations, including those related to minimum wage, overtime and statutory benefits. For each pay period, workers are provided with an easy-to-understand wage statement that contains all relevant information.

Relationship to company assets

We require that, in relation to the Company's property, employees shall not act contrary to the legitimate interests of the employer and shall properly manage the funds entrusted to them, including in order to protect the employer's property. Employees must not use information they obtain about the Company in the course of their work for personal gain or for any purpose other than that for which it was intended. The Company shall preferably use negotiation procedures to resolve any labour disputes between the Company and employees.

Privacy (GDPR)

The Company is committed to the reasonable protection of the personal data of all individuals with whom they do business, including suppliers, customers, consumers and employees. It complies with data protection and information security legislation and regulatory regulations where personal data is collected, stored, processed, transferred and shared.

WORKPLACE SAFETY IS OUR PRIORITY

Work safety

We are committed to providing a safe working environment for our employees and will take all steps to minimise work-related risks. We comply with all relevant occupational health and safety laws and regulations. We carry out regular inspections at our workplaces to identify potential risks and take appropriate measures to minimise them. These include ensuring that workplaces are adequately equipped, allocating protective equipment to employees and providing them with appropriate training and education. In the event of emergency situations, accidents or other emergencies, we have developed plans and procedures in accordance with applicable legislation setting out the necessary workplace equipment, marking and maintaining clear escape routes and exits, and regular training and drills for employees in such cases.

We take particularly prudent and responsible action in the case of pregnant women and nursing mothers. Pregnant and breastfeeding mothers are a vulnerable group that must be protected and supported. We comply with all labour law requirements so that pregnant and nursing mothers are protected from hazardous working conditions that could affect their health or the health of their child.

Occupational accidents and illnesses

Our Company has procedures and systems in place to ensure the safety and health of employees not only in accordance with applicable legislation but also through our own proactive prevention. Employees receive regular training, familiarisation with the risks and

following correct work procedures, policies and using protective work equipment. We urge employees to be responsible in the workplace not only for themselves but also for their colleagues. We are aware of the interaction between the work performed and the impact on workers' health, so we provide regular medical examinations for workers to the extent and at the intervals required by law. In the event of an accident at work, all facts are recorded in detail, continuously monitored and evaluated. Corrective measures are then implemented to eliminate the causes of the accident and thus improve safety at the workplace.

Physically demanding work

To prevent the occurrence of occupational diseases or overload injuries, we have developed a risk analysis based on which activities at workplaces are defined and regularly monitored where workers are exposed to physically demanding tasks, such as heavy lifting, repetitive lifting, prolonged standing or demanding assembly tasks. In accordance with local legislation, we put in place appropriate mechanisms to eliminate the occurrence of overloading, whether it is appropriate ergonomics of the working environment, prescribed work equipment, implementation of correct working techniques, introduction of regular breaks or alternation of work activities.

Safe machinery

An integral part of the risk analysis of the working environment is the assessment of machinery from the point of view of safety at work. A preventive maintenance and inspection plan for safety features and barriers is drawn up for all work machinery and equipment. We innovate and modernise technology not only in terms of efficiency, effectiveness and environmental aspects, but also in terms of safety for our workers.

Hygiene standards

Compliance with hygiene standards is a matter of course for our Company. Employees always have access to clean toilet facilities, drinking water, hygienic food preparation and consumption, and appropriate food storage.

How health and safety is communicated to workers

We ensure that workers have adequate health and safety information in the workplace with respect to all occupational hazards to which workers are exposed. Health and safety information is prominently displayed in a place known and available to workers (notice boards in the workplace, changing rooms, day rooms, canteens, etc.). Training is given to all workers before they start work and workers are trained regularly thereafter. All occupational safety information is provided in the language of the worker or in a language the worker understands. Workers are encouraged to raise any health and safety concerns without fear of reprisal.

ENVIRONMENTAL PROTECTION IS NOT JUST A COMMITMENT, IT IS A NECESSITY

TART takes a responsible approach to the environment. It complies with all applicable environmental laws and regulations. A sustainable approach to the environment is an integral part of all processes, planning and decision-making. We implement sustainability programs that help reduce environmental impacts. We are particularly concerned with reducing waste, choosing appropriate packaging materials, encouraging recycling as much as possible and implementing measures to reduce energy and natural resource consumption.

Circular economy and resource reduction

We regularly monitor our resource use and waste production and look for effective methods to improve energy efficiency and minimise the consumption of energy, water, fossil fuels, forest products etc., thereby reducing greenhouse gas emissions overall. Our company places great emphasis on the development of a circular economy, whereby materials not used in production can be recycled and reused, thus introducing waste-free production schemes. In packaging production, this represents

sustainable production model is the most effective way to reduce the consumption of natural resources and prevent waste.

Energy consumption and greenhouse gas emissions

Energy consumption is a key indicator monitored not only from the perspective of the production process, but of the Company's entire operation. We focus on analyzing all the Company's processes in terms of carbon footprint. We set plans in each area in the short and long term with the aim of influencing our activities this indicator in a positive way. We innovate, upgrade and implement appropriate technological solutions in production and non-production areas and introduce process measures. Overall, we reduce energy consumption, reduce waste and reduce air emissions in line with legislative requirements.

Waste and wastewater

We have a systematic approach in place to identify, manage, reduce and responsibly dispose of or recycle waste by authorised entities. For selected types of materials, recycling can be used directly in production to prevent waste. Wastewater is tracked, its composition and properties are monitored, and then professionally disposed of by contractors in accordance with applicable regulations.

Hazardous substances

In production and distribution, we comply with applicable laws, regulations and requirements regarding the prohibition or restriction of specific substances in products and in production. We ensure the safety of our products. We regularly monitor changes in legislation dealing with the authorisation and restriction of hazardous substances. In this regard, we work with our suppliers and require them to commit to these requirements so that we can be assured that

the products we supply do not pose a risk not only to the environment but also to human health.

Emergency preparedness

Emergency preparedness is an important part of the Company's responsible approach to ensuring the protection of lives, the environment and property in the event of accidents, incidents or other emergencies. We have prepared emergency plans and procedures to minimize damage and to ensure the Company's operational availability and subsequent recovery in the event of an emergency. We comply with applicable laws and regulations in implementing these measures.

ETHICS - THE CORNERSTONE OF TRUST

Each senior employee is responsible for familiarizing his/her subordinates with the contents of the Code. The Company has established a system whereby employees can express their views on the conduct of the Company or its employees or on decisions they consider unethical without fear of retaliation. Complaints can be sent to the email address set up for this purpose .etika@tart.cz

Customers, suppliers and other interested parties may also report non-compliance with the Code. Management addresses all complaints and information regarding violations of this Code of Conduct and ensures that appropriate action is taken where necessary. Confidentiality, anonymity and protection of whistleblowers are ensured, in accordance with the relevant legal standards.