Code of Ethics of OZAP a.s.

Employees of OZAP a.s. accept and respect the following Code of Ethics as one of their moral obligations. We acknowledge that by adhering to it, we contribute not only to the development of interpersonal relationships within the company but also to fostering relationships with current and potential customers, domestic and international business partners, and the public at large.

Since the Code of Ethics is not a legally binding regulation, it complements the broad spectrum of legal and regulatory frameworks in the business sphere, which we strictly adhere to.

The entire workforce of OZAP a.s. recognizes that the core values every employee must uphold and collaboratively cultivate are **responsibility, professionalism, and quality of work**.

In alignment with the company's prosperity, we strive to ensure maximum customer satisfaction through the quality of our work, adherence to delivery deadlines, and the standard of mutual cooperation.

OUR CODE OF ETHICS:
We emphasize the high quality of our work, understanding it as one of the ways to create the greatest value for our clients.
We aim to maintain a high standard of all services provided, preserving our reputation and traditions not only in the Czech Republic but also within the EU.
In line with the company's growth, we remain open to innovative processes.
We prioritize open communication, providing information transparently, truthfully, and promptly.
Teamwork and collaboration with partner companies form the foundation of our operations.
We respect agreed-upon decisions, ensuring they always comply with applicable laws, regulations, standards, and business terms.
We actively pursue professional development, acquiring new skills and experiences to maintain competitiveness in the labor market.
We honor positive interpersonal relationships within and outside our company and rigorously uphold human rights as outlined in the Universal Declaration of Human Rights; the UN Guiding Principles on Business and Human Rights; the UN Convention on the Rights of the Child; the UN Convention on the Elimination of All Forms of Discrimination Against Women; the OECD Guidelines for Multinational Enterprises; the Core Labor Standards of the International Labour Organization (ILO); the Paris Agreement on Climate Change; the Minamata Convention; the Stockholm Convention; the Basel Convention; and the Ten Principles of the UN Global Compact.
We neither offer nor accept bribes, kickbacks, or other forms of corruption. Additionally, our business partners adhere to all professional standards applicable to their fields.
We collaborate with trade unions to establish fair working conditions for our employees.
We recognize that we are ambassadors of OZAP a.s.'s image.
We comply with and respect the principles for maintaining ISO 9001:2015 quality standards and the requirements for manufacturing commercial equipment and shelving systems.

Toužim, January 2, 2024