

Code of Ethics and Morals of VISCUMA PLASTIC plc

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Preamble:

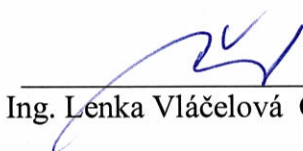
Dear employees, partners and colleagues,
the reputation of our joint-stock company has been growing continuously since 2012. Our customers, suppliers and business partners place their trust in us on the basis of a reliable partnership. The trust of our customers is binding for us. To satisfy their requirements, we try to set the company's vision by providing affordable products of the required quality and developing employees' training. We strive to be a good and stable employer in the region. We support culture, nature conservation and the preservation of local traditions. The Code reflects our desire to meet our company's obligations to employees, legislation and shareholders and to always meet the expectations of our customers and business partners. We strive to adhere to the principles of business ethics, human rights, the creation of decent working conditions, and we feel responsible for our surroundings, as well as for socially and medically disadvantaged citizens.

We accept this code as a voluntary commitment of the company.

Strážná 1 Mar 2021



Ing. Vít Prachař HR



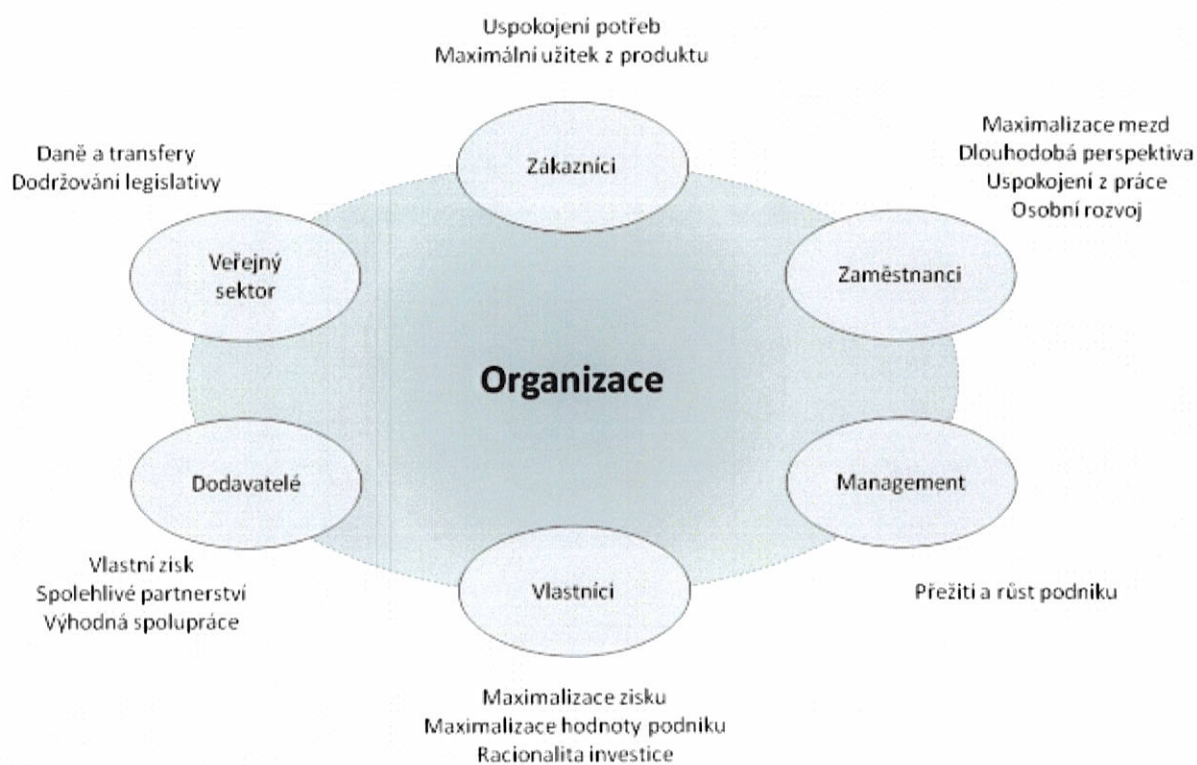
Ing. Lenka Vláčelová QM



Ing. Michal Sedláček CEO

Binding Nature of the Code

This Code of Ethics and Morality is binding for all employees and suppliers (hereinafter referred to as the employee) of VISCUMA PLASTIC plc. All managers of individual departments are responsible for compliance with this code, and they monitor its application and compliance in the organization. Failure to do so may result in sanctions that are in accordance with the labor laws of the Czech Republic. Further consideration of interests of Code's involved parties is illustrated graphically below. No party can be excluded from the context of the Code.



Relationship with Business Partners, State Institutions and the Non-Profit Sector

Business Partners and Customers

We choose our business partners and customers. If the relationship with the customer is to be beneficial, it is important to evaluate its usefulness for both partners. We act honestly, decently and transparently in accordance with all laws and regulations. The company's employees strive for consistency between the customer's requirements and the company's services with regard to the company's relationship with the customer. Employees respond flexibly and professionally to the demands and individual requirements of customers. The employee must make sure that his/her actions and behavior do not harm the interests of the company, but at the same time satisfy the customer's requirements to the maximum because we care about building trust and good relationships. We strive to meet the high requirements of our customers by expanding the established standards - we meet the requirements of ISO 9001: 2015, IATF 16949: 2016, Formel Q-Fähigkeit, we strive for certification according to ISO 14001: 2015 and ISO 45001: 2018. The management of VISCUMA PLASTIC plc perceives an order as completed only if it is properly handed over, especially including financial settlement.

Fight Against Corruption

The company VISCUMA PLASTIC plc opposes all forms of corruption, including violent coercion, extortion and bribery. Therefore at the start of new projects or at tender, we cannot offer or accept gifts which could influence business decisions. The company's employees comply with valid laws and standards and do not accept any agreements that would distort competition. They do not abuse their position in the company and the company's position in the market. We expect the same responsible behaviour from our suppliers.

Donations that we provide for cultural, charitable and sporting events are properly registered.

Fair Competition

The company VISCUMA PLASTIC plc complies with the standards of fair business and fair conduct in accordance with all applicable antitrust or anti-competitive laws and regulations. We do not damage the reputation of competitors, we do not use unfair practices, not even in the field of recruitment. As part of the company's activities, we try to prevent conflicts of interest and inappropriate behaviour in this regard. In the production of our products, we pay attention to using original products and materials (not counterfeit).

Financial Responsibility

Good payment morale is the basis of a decent and responsible business for us.

All financial transactions are recorded in a transparent manner in the accounts and regularly audited.

Information

The company VISCUMA PLASTIC plc protects information and trade secrets, any misuse of information is impermissible. We respect the protection of intellectual property and respect the applicable rights when using know-how. In accordance with applicable regulations, we publish information on the company's financial and non-financial activities, and submit reports on the company's quality management and performance.

Privacy

The company VISCUMA PLASTIC plc respects the right to privacy of its business partners and employees. We comply with data protection laws (GDPR) and rules to prevent unauthorized access or misuse of this information.

Economic Sanctions

The company VISCUMA PLASTIC plc respects and complies with regulations relating to restrictions on the import or export of goods, services and technology, or relevant restrictions for certain regions.

Repression

A business partner or individual may raise objections or complaints about non-compliance with the specified regulations (measures) without being subject to repression by VISCUMA PLASTIC plc (Whistle-blowing system).

Labor Relations and Care for Employees

Human Rights and Non-Discrimination

Relationships with employees are based on respect for the dignity of each person.

The company VISCUMA PLASTIC plc respects all employees in terms of freedom, their rights and equality, regardless of race, colour, complexion, sex, age, language, religion, political or other opinion, national or social origin, genetic characteristics, belonging to a national minority, property, birth, disability, age or sexual orientation and other classes and respects the dignity, privacy and personality of each employee.

The company VISCUMA PLASTIC plc and its employees do not tolerate any form of discrimination and unequal treatment of customers, suppliers, colleagues and other partners according to race, gender, disability, religion, etc. We do not tolerate any form of harassment and abuse, mental or physical coercion.

Our goal is to create a pleasant, friendly and safe working environment for everyone, including employees with disabilities. Labor relations are governed by the valid legislation of the Czech Republic and the EU (e.g. GDPR), and of course the child labor is prohibited. Methods of enforcing work or services under the threat of sanctions, human trafficking or withholding identification documents (modern slavery) are not allowed.

Management

The company's management creates and ensures compliance with the system in the area of labor relations and conditions, which are in accordance with applicable laws and regulations of the Czech Republic, the EU and UN principles. VISCUMA PLASTIC plc managers are role models of moral and ethical qualities for other employees and representatives of the company and are responsible for monitoring the compliance with the Code of Ethics with their subordinates.

Behaviour and Manner of Employees

Every employee of VISCUMA PLASTIC plc is obliged to respect his/her superiors and colleagues and to adhere to the principles of mutual trust and cooperation. He/she has to inform the company's management about any serious problem related to work or the company, even if any such information may be perceived as not friendly amongst other employees. Every individual has the right to politely express his or her opinion regardless of his or her functions or position in society. In each situation, the employee has to be aware that he/she represents VISCUMA PLASTIC plc and not his/her personal interests. If the authorized employee is not able to deal with the customer's request on the spot, he/she must immediately inform his/her superior. The company expects employees to responsibly perform work tasks, comply with all regulations in the field of health and safety at work, treat with care the company property, prevent leakage and misuse of confidential information that has been given to them or they have gained access to it.

Work Safety

Every employee is obliged to take care of his/her own health and safety, as well as the health and safety of other people who are directly affected by his/her actions. Knowledge of the basic obligations arising from legal and other regulations and the requirements of the employer to ensure safety and health at work is an integral and permanent part of the employee's qualifications. For this purpose, we provide regular training for employees in the field of occupational health and safety, fire protection and possible risks in accordance with legal requirements and internal guidelines.

Use of Working Hours

The efficiency of the work of all employees is crucial for the company. Employees must use working hours efficiently and only for activities that benefit the company. These are mainly activities resulting from the relevant job description, resp. duties and responsibilities.

Wages and Benefits

Remuneration is fair and transparent, in accordance with legislation and company regulations. The laws regarding the minimum wage and legally compulsory benefits are observed. The salary also includes bonuses and other motivational benefits.

Qualifications of Workers

We ensure regular training and improving the qualifications of all employees.
We try to improve the language skills of employees with English language courses.

Freedom of Association

The company respects the right of employees to freely associate and communicate with the company's management on issues related to working conditions and management practices without fear of reprisal.

Compliance with Standards and their Verification

The company creates conditions for all employees to have the opportunity to express their opinion about the company's behaviour, its decisions or the behaviour of the employees.

- The company's management deals with all suggestions and information in connection with the violation of this code of ethics.
- The Company excludes any sanctions or adverse effects on an employee who has made a complaint in accordance with this Code of Ethics.

Passing Information

Every employee has the right and at the same time the obligation to report illegal or unethical conduct to a superior or the company's management. All suggestions can be delivered through all commonly available communication channels of the company, through his superior, personnel department or through specially allocated boxes.

The notifier has the right to protection and anonymity.

Relation to the Environment and Natural Resources

Our company has its own respect for nature, the environment and the responsible use of natural resources with regard to the future.

Protection of Environment

- We comply with all legal regulations for environmental protection, our goal is to certify the company according to ISO 14001: 2015.
- By adjusting technological procedures, we try to minimize the impact of the production process on the environment
- We provide transport for employees by contracted minibuses and thus help reduce air pollution

Chemical Substances

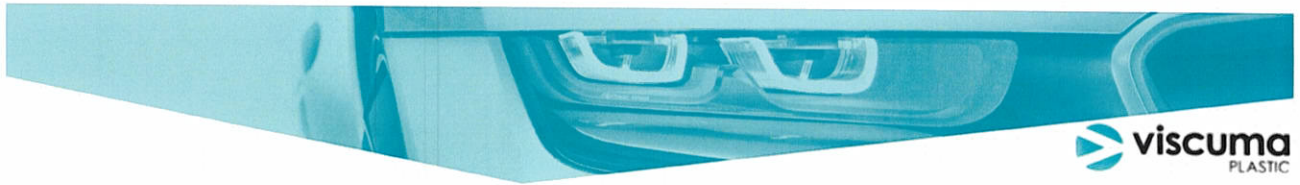
We take a responsible approach to the use of chemicals in society. If possible, we try to use environmentally friendly chemical substances and mixtures.

Energy

We save natural resources, in cooperation with energy companies we use energy from renewable sources.

Waste

We strive for the lowest possible proportion of waste. We carefully sort the generated waste and sell it for recycling.



Conclusion

All employees of VISCUMA PLASTIC plc will strive to adhere to the content of this code of ethics and morals towards our customers and suppliers. Anyone can read the content of our code at any time via a link on our website.

Ing. Michal Sedláček CEO, VISCUMA PLASTIC plc