



## CSR policy of ATEK, s.r.o.

The company's management declares that it voluntarily accepts and undertakes to comply with the rules and measures set out below, to ensure that the conduct of the Company and all of its employees, company bodies and other entities (external consultants, sales representatives, companies, including their employees, etc.) that act in the company's name, or for the benefit of, or on behalf of the company, are in full compliance with the ethical and legal rules of business competition, financial and tax integrity, environmental protection, and ensuring a good working environment and employment relationship, including equal opportunities.

ATEK sro fully agrees with the policy of reducing the use of gold, tungsten, tin and tantalum originating from problematic areas of the Congo and its vicinity. These areas are infamous for forced labor in inhumane conditions, used to extract the aforementioned minerals. The profits from sale of such raw materials are then mainly used to finance armed conflicts. Against this negative trend and with the aim of suppressing these activities, the 2010 Dodd-Frank Wall Street Reform and Consumer Protection Act, often referred to as Conflicting Minerals, or 3TG (Tungsten, Tin, Tantalum, Gold), was created on US soil.

ATEK sro joins the above-mentioned effort to suppress the raw materials thus obtained according to the Conflict Minerals Act.

The company declares that the products produced are made of plastic and do not contain any of the conflicting minerals (3TG) such as Tin, Tungsten, Tantalum and Gold.

In particular, this policy aims to prevent crime that could be attributed to the company as being done in, or for the benefit of the company, inadequate and unethical conduct that could harm the company in public, and anything contrary to any applicable law against modern slavery and child labor, and to set up preventive rules to prevent these risks.

The Company does not tolerate any form of direct or indirect bribery or corruption. It does not receive or provide any special benefits of any kind.

The company adheres to good manners, rules of competition, business habits and rules of decent and fair trade. Business competition, acquisitions, publicity and advertising will be conducted in such way that they do not undermine the credibility of and do not harm the company's prestige.

The Company treats all customers fairly and does not exercise an unjustified advantage. When providing services, it does not assign its interest to the interest of the client and does not seek to abuse its position and impose on the customer unequal or unfair terms of the contractual relationship. Business negotiations must be conducted fairly, impartially and in accordance with the criteria of commercial interest, without any bias or preference arising from the employee's personal motives.

The Company creates conditions for employees and other persons (whistleblowers) to express concerns about any aspect of the Company's business, illegitimate, unethical and illegal practices. The reporting of information regarding suspected misconduct or danger at work may include criminal offenses of unfair resolution, health and safety hazards, damage to the natural environment, non-compliance with legal obligations or regulatory requirements, bribery, violations of internal policies and procedures, including anti-bribery and anti-corruption policies, or intentionally concealing any of the above matters.

Notifiers express their concerns to their superior; in case of serious and sensitive matters, concerns may be expressed using the dedicated email address: [lukas.thomas@atek.cz](mailto:lukas.thomas@atek.cz)

The Company warrants that whistleblowers can express these concerns without fear of retaliation, and that they will be protected from retaliation and bullying for reporting in good faith.

In Moravská Třebová on March 20, 2019



Ing. Lukáš Thomas  
CEO