

1. Preface

Sustainability is often defined as the balance of economic, environmental, and social aspects. At the same time, a concept of sustainability has become established in the capital market environment, which is summarized under the abbreviation ESG (Environment, Social, Governance).

Our comprehensive understanding of sustainability combines these two approaches. It shapes our sustainability management, provides clear guidance at all levels, and ensures the impact of our actions.

By acting in an economically, ecologically, and socially responsible manner, we aim to improve people's quality of life and safeguard the livelihoods of present and future generations. Acting responsibly is a central corporate objective for us.

1.1. Scope of application

In the following, ULBRICHTS GmbH & ULBRICHTS Tec s.r.o. specifies the expectations towards all business partners.

The expectations are based, among others, on the principles from the areas of human rights, labor standards, environmental protection, etc.

We require our business partners to always ensure compliance with all legal requirements, protect the environment, and respect and uphold human rights by international expectations.

We also require our contractors to ensure that their subcontractors, if any, also comply with these requirements.

ULBRICHTS GmbH & ULBRICHTS Tec s.r.o. consider these requirements essential for the respective business relationship and cooperation.

1.2. Social responsibility

The protection and observance of human rights is a matter of course for us. We, therefore, strive to conduct our business competently and ethically and to uphold these rights in all markets in which we operate.

This also applies, among others, to our employees, senior executives, and management.

We also attach great importance to ensuring that this is practiced in the same way by our business partners.

We attach particular importance to the safety and health of each individual.

It should be ensured that the dignity and freedom of employees are guaranteed at all times.

1.3. Ecological responsibility

Environmentally friendly company activity has always been one of the most important concerns of ULBRICHTS GmbH & ULBRICHTS Tec s.r.o. Environmental aspects are and always have been of great importance.

Our motivation is to save resources and increase efficiency.

We represent the company philosophy that a healthy economy is only possible in harmony with ecological action.

2. Social responsibility- working conditions, human rights, and occupational health and safety

2.1. [Harassment and Non-discrimination](#)

ULBRICHTS GmbH & ULBRICHTS Tec s.r.o. are committed to equal opportunity for all employees.

We do not tolerate harassment of any kind or discrimination.

Discrimination based on ethnic origin, nationality, social background, skin color, gender, sexual orientation, age, disability, religion, party or union affiliation is not permitted.

What counts for us are people's skills and potential.

This attitude is also reflected in our corporate code.

Every incident is taken seriously and appropriate action is taken.

2.2. [Equal Pay](#)

Our company is committed to ensuring equal pay for all employees.

This means that we guarantee equal pay for equal work and performance regardless of a wide variety of characteristics.

2.3. [Child Labor and modern slavery](#)

We do not use or support any form of child labor.

Our customers and suppliers are requested to observe this by legally valid laws and obligations.

We oppose all forms of modern slavery (i.e. slavery, servitude and forced or coerced labor, and human trafficking).

The employment of all employees is voluntary.

2.4. [Wages and social benefits](#)

The remuneration we pay our employees corresponds at least to the legally valid minimum wage of the metalworking industry.

In addition, we are guided by industry-specific as well as locally customary remuneration and social benefits, which ensure our employees an appropriate standard of living.

2.5. [Working time](#)

Our employees are offered flexible and reasonable working hours.

Based on a 38.5-hour week according to the collective agreement of the metalworking industry.

2.6. [Inclusion and protection of minorities](#)

Our company strives to create an inclusive work environment in which all employees feel respected, recognized, and valued.

We support and actively advocate the protection of minority groups.

2.7. [Freedom of Association and collective bargaining](#)

ULBRICHTS GmbH & **ULBRICHTS** Tec s.r.o.

We respect the rights of employees to freedom of association and collective bargaining by the legislation applicable to them.

2.8. [Occupational safety and fair working conditions](#)

We respect fundamental human rights and ensure compliance with national and international occupational health and safety standards and laws.

We make every effort to minimize risks to the health and safety of our employees and to improve working conditions.

This includes further training, social benefits and benefits for our employees.

3. [Code of conduct towards our customers](#)

3.1. [Protection of intellectual property](#)

ULBRICHTS GmbH & ULBRICHTS Tec s.r.o. must respect the intellectual property of our business partners.

This includes the protection of patents, copyrights, trademarks, and other intellectual property rights.

We must not offer or provide products or services that infringe intellectual property rights.

3.2. [Export controls and economic sanctions](#)

We are required to comply with applicable export control laws and regulations.

This includes compliance with export restrictions, embargoes, and economic sanctions.

Our company may not export goods, services, or technologies that violate these regulations.

3.3. [Cooperation and review](#)

We offer active cooperation in the implementation of this company policy.

Upon request, we will provide you with all necessary information to verify compliance with the policy.