

## CODE OF ETHICS

### Our commitment - message from our CEO

Dear colleagues,

I am very happy to confirm that the company AUFEER TOOLS supports the ten principles of the UN Global Compact. While we have always acted, act and will act in accordance with the basic values represented by the UNGC, we are proud to have formalized our commitment to these principles. Through this commitment, we express our intention to incorporate these principles into the strategy, culture and everyday activities of our company. We are also looking forward to engaging in joint projects that will promote the sharing of the United Nations goals around the world.

Best regards

Ing. Martin Vaca, MBA, CEO

## Introduction

As a globally active company on several continents, AUFEER TOOLS tries to ensure respect for human rights and recognized standards, and through this Code of Ethics, AUFEER TOOLS confirms its support for the UN Global Agreement.

The company management voluntarily takes into account, to the extent appropriate to our Group and our commitment to the business values of the company AUFEER TOOLS, the culture of the company AUFEER TOOLS and the Code of Conduct of the company AUFEER TOOLS, providing a solid basis for all activities and meeting the commitment of the company AUFEER TOOLS to ten principles of the UN Global Compact.

The company AUFEER TOOLS emphasizes the particular importance to sustainability policy. It includes both a long-term trade policy and the integration of environmental and social aspects into the management system. We see this as a contribution to ensuring the future of our society and to long-term economic and social development. For this reason, the health and safety policy and the environmental protection policy of the company AUFEER TOOLS have been identified as an important cornerstone of our business activity.

The prevention of unfair business conduct and corruption is an important area of compliance in our compliance management system, which enables the company AUFEER TOOLS to guarantee anti-corruption conduct in accordance with the principles of the UN Global Compact.

We, the owners of the company AUFEER TOOLS, are convinced that our Code of Conduct is an important key to continuously lead our company to the continuous growth and development of our employees as well as the entire region.

## Application

The Code of Ethics, the Code of Conduct and the Environmental Policy of the company AUFEER TOOLS apply to the company AUFEER TOOLS and its subsidiaries, including minority shares in companies it co-owns (hereinafter referred to as "AUFEER TOOLS"). It shall also apply to all employees of such companies, without exception, regardless of their status, function or level of employment, and to any member of any of the company bodies of these entities. If the local requirements require changes to the existing Code of Conduct of the company AUFEER TOOLS, only the authorized person can do so.

The company AUFEER TOOLS is committed to continuously support the ten principles of the UN Global Compact and to continually improve their compliance.

## PRINCIPLES:

### Human rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

The company AUFEER TOOLS promotes and respects the protection of internationally declared human rights and ensures that the company is not involved in human rights violations in any way.

### Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4:** Businesses should encourage the elimination of all forms of forced and compulsory labour.

**Principle 5:** Businesses should promote the effective abolition of child labour.

**Principle 6:** Businesses should encourage the elimination of discrimination in respect of employment and occupation.

The company AUFEER TOOLS is committed to creating a working environment for its employees without discrimination in the areas of employment by guaranteeing freedom of association, without any exceptions. The right to collective discussions is effectively recognized in the company. The company AUFEER TOOLS categorically rejects all forms of child and forced labour, even in the slightest hint.

### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.

**Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.

**Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.

The company AUFEER TOOLS considers environmental protection to be one of the main goals and mission of the company. The goal of our Environmental Policy is to minimize the environmental impact of our processes and business activities. Last but not least, the principles of our Environmental Policy affect the choice of our suppliers.

## Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

The Code of Conduct of the company AUFEER TOOLS describes our involvement in the fight against corruption. The company AUFEER TOOLS sets out clear rules and regulations regarding the giving and receiving of presents and every employee is obliged to follow them. In addition, we are ready to investigate and clarify all cases of suspected corruption.