



Code of Conduct



Letter from CEO

I am pleased to present our report on responsible business conduct. Through it, we want to present to you the most important results achieved by our company M-Chemicals, s. r. o. and inform you about our business activities.

The choices we made yesterday and the choices we make today will significantly affect our future and, above all, the future of our children. It is very important to consider every step we take because the traces are indelible. We are witnessing an ever-increasing population, consumption of water, energy and other natural resources. On the other hand, water supplies, energy resources and air quality are diminishing. While at the turn of the 18th and 19th centuries, there were 1.6 billion people in the world, today the population reaches 7.9 billion. As populations grow, so does consumption - the world's demand for cereals, drinking water and timber has tripled in the last 50 years. However, natural resources are limited, so companies should strive for sustainable development and act responsibly.

Although our company M-Chemicals, s.r.o. is not a large corporation, we strive to do business responsibly. For us, the report is an impulse for further progress and fulfilling our economic, social and environmental commitment.



CODE OF CONDUCT



Code of Conduct establishes fundamental principles of cooperation with Partners. The principles are based on respectful, loyal, correct and professional collaboration among partners. We do expect the same approach from all business partners associated with our company.



Our Code of Conduct



Compliance with Laws and Regulations

We are committed to comply with applicable laws, rules and regulations and this we ask also from all partners. We do our business ethically and lawfully and expect that Partners will do it on the same manner. Partners should avoid any form of corruption, fraud and bribery activities, as well as money laundering.

Respect for Human Rights

Partners respect human rights, communities and local cultures. Partners guarantee safe and healthy working conditions and avoid the discrimination and harassment. Partners never use the child labor.

Data Protection and Confidentiality

Partners must keep the security of the confidential information and use them only for pre-agreed purposes. Partners are required to secure the unauthorized access from the third parties and take measures to safe personal data, policies and information.

Environmental Responsibility

Partners accept the environmental standards and regulations. Partners should provide all operations with minimum environmental impact with regard on waste reduction and application of environmentally friendly technologies.

Compliance and reporting

Partners must report any discrepancy or violations of this Code of Conduct to our contact person (e-mail: hedviga.plevova@m-chemicals.sk) Partners are required to communicate promptly any intervened situation and/or circumstance, which may affect the criteria required by M-Chemicals s.r.o. In this regard, the declaration of false or incomplete data by the suppliers may entail the termination of the supply agreement.