

CODE OF CONDUCT

FOR BUSINESS PARTNER



Cosmonde, a.s.
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Introduction

In our shared business endeavor, we are committed to the highest ethical standards and anticipate a similar dedication from you. This Business Partner Code of Conduct outlines the principles and guidelines that govern our collaboration. By adhering to these standards, we collectively contribute to a positive, respectful, and mutually beneficial business relationship.

Compliance with Laws, Regulations, and Policies

As our esteemed business partner, we expect you to uphold the highest standards of legal and regulatory compliance. Stay informed about legal requirements that may impact our partnership and integrate ethical considerations into your daily decision-making processes.

Fair Competition

We anticipate your active promotion of fair and open competition. Engage in business practices that adhere not only to legal and regulatory requirements but also to the principles of fair trade and market integrity. Our partnership thrives in an environment that encourages innovation, transparency, and healthy competition.

Anti-Corruption

Our business partnership maintains a zero-tolerance policy regarding corruption. We expect your commitment to understanding and complying with anti-corruption laws and regulations relevant to our collaborative endeavors. Work with us to identify, prevent, and promptly report any potential instances of corruption.

Trade Sanctions

In addition to fair competition, our partnership requires your respect and compliance with international trade sanctions and embargoes. Exercise due diligence when engaging in transactions to avoid inadvertent violations of trade sanctions. Maintain open communication with us to ensure a shared understanding of compliance requirements.

Conflicts of Interest

Transparency is key to maintaining trust within our partnership. We expect you to avoid situations that may create a conflict between your personal interests and the interests of our partnership. Promptly disclose any potential conflicts to foster openness and allow for fair assessment and resolution.

Confidentiality

Safeguarding confidential information is paramount to the success and trustworthiness of our partnership. We entrust you with sensitive data, and we expect you to ensure its confidentiality. Participate in ongoing communication and training to reinforce the importance of data protection and responsible handling.

Environmental Responsibility

Our partnership acknowledges the critical role of environmental stewardship in our business practices. We expect your active contribution to minimizing the environmental impact of our collaborative activities. We encourage you to engage proactive waste management and recycling practices. Adopt eco-friendly practices, reduce waste, and support initiatives aimed at preserving and protecting the environment.

Sustainability

In line with our dedication to a better future, sustainability is at the core of our business operations. This encompasses not just environmental aspects, but also social and economic dimensions. We are committed to sustainable practices that ensure the well-being of our communities, the health of the environment, and economic prosperity for all stakeholders. We expect our partners to share this commitment and actively engage in sustainable practices, such as using renewable resources, reducing carbon footprint, and supporting community development initiatives.

Respect for Animals

As part of our commitment to ethical conduct, our partnership emphasizes the humane treatment of animals in any relevant activities. We expect you to uphold the highest ethical standards in the treatment of animals, ensuring proper care, handling, and compliance with relevant laws and regulations.

Child Labour and Forced Labour

Our partnership maintains a clear stance against the use of child labor and forced labor. We expect your commitment to upholding this principle across all aspects of our collaborative activities. Conduct due diligence to ensure suppliers and partners also adhere to these principles.

Health and Safety at Work

Prioritizing the health and safety of all involved parties is crucial to the success of our partnership. We expect you to establish and communicate rigorous safety protocols, foster a culture of safety consciousness, and actively participate in maintaining a secure working environment.

Remuneration and Employee Well-being

We expect our business partners to share our commitment to fair and sufficient remuneration for employees. Our partners are encouraged to provide wages that comply with legal standards and support a decent living standard, reflective of the cost of living in their operational areas. We advocate for transparency and fairness in remuneration practices, ensuring timely payments and non-discriminatory policies. This commitment is crucial for maintaining ethical and sustainable business relationships in line with our company values.

Equal Opportunities

Our partnership is dedicated to providing equal opportunities for all involved parties. Discrimination based on any legally protected characteristic is strictly prohibited. Work with us to ensure that diversity and inclusion are actively promoted, providing equal access to opportunities for professional growth and advancement.

Consequences of Non-Compliance

Violations of this Business Partner Code of Conduct undermine the principles and values that our partnership holds dear. The consequences of non-compliance may include a review of the partnership, contractual adjustments, or termination. It is essential for you to understand the gravity of non-compliance and to address any suspected violations promptly through open communication.

NAME	
COMPANY NAME	
PLACE, DATE	SIGNATURE BY AUTHORISED SIGNATORY