

Code of ethics for business partners

Preamble

The following requirements specify the expectations of ai crowd, s.r.o. in terms of setting the behavior of our business partners in business activities. Requirements form the basis of successful relationships.

We want to constantly improve the quality of our products and services. In addition to adhering to our values, which include responsibility, precision, relationships and willingness, trust, humanity, it is important for us to be able to recognize risks and opportunities, while adhering to all laws, legal norms, ethical principles, internal regulations and standards that we have.

ai crowd, s.r.o. declares its commitment to basing all its activities on its company values and respecting generally accepted business rules and principles. The code of ethics is of key importance for the company's long-term operation and economic interests and shows responsibility toward all partners.

Our company has established principles and goals, as well as measures to achieve them, in environmental protection, the social sphere, transparency and the business environment. We expect our business partners and suppliers to behave ethically and correctly and to uphold the standards of business ethics in these fields, as they are the basis for successfully building mutual business relations..

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1. Environmental protection

We adhere to the concepts of permanent sustainable development in the environmental field and comply with all applicable environmental protection regulations related to our work. We comply with our company's basic ecological program and expect our business partners to maintain awareness and compliance in these aspects:

- Permanent sustainable management of resources — caution with air and water quality, and with water consumption
- Decreasing energy consumption in business activities and decreasing creation of greenhouse gases



- When planning business activities, attention to waste prevention, to reduction of waste, and to recycling
- In all our activities, we respect the applicable technological and environmental standards and we promote the adoption of more demanding standards for reducing adverse environmental impacts

2. The social sphere

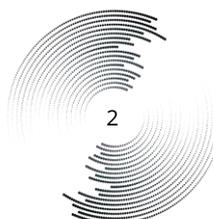
For ai crowd, s.r.o. respecting internationally recognized human rights is a basis for all business activities. It is mainly necessary to conform to these provisions and to the labour laws of the region in which the business partner operates.

- Working hours correspond at least to the relevant national legal standards or the minimum standards of the relevant economic fields.
- Respect freedom of association, and recognize the basic right of all employees to establish unions for employee representation, and to belong to them.
- Child labour is forbidden. Pay attention to the minimum employment age according to government regulations.
- Reject any conscious use of forced or compulsory labour, including debt slavery and forced prison labour.
- Adhere to applicable national occupational safety and health standards and within this context take appropriate action to ensure health and safety at the workplace, so that the work conditions do not threaten the health of employees.
- Ensure equal opportunity and equal treatment regardless of ethnic origin, skin colour, sex, religion, country of citizenship, sexual orientation, social origins or political convictions, as long as these are based on democratic principles and tolerance of those who think differently. As a matter of principle, employees are selected, hired and supported based on their qualifications and abilities.
- Apply a fair compensation policy without any sort of discrimination.
- Never tolerate any physical, mental or sexual harassment. Any form of abuse, humiliation, bullying, personal violation or discrimination is impermissible.

3. Transparency and the business environment

During negotiations with business partners and suppliers, our company always provides truthful information and therefore expects the same in return.

In the area of transparency of the business environment, these are mainly the following areas:



- Process all personal data in keeping with regulation 2016/679 of the European Council and Parliament on protection of physical persons (GDPR), which applies to everyone who processes personal data.
- Respect the laws and rules that regulate competitive relationships. Behave toward competitors honestly and in keeping with the principles of ethical competition.
- Do not try to gain information on competitors' business through dishonest or illegal means (industrial espionage, bribery or any other dishonest method).
- Never engage in any form of unfair competition.
- Business partners make their decisions exclusively based on business criteria and do not allow themselves to be influenced by personal interests or relationships.
- When importing and exporting goods and services, follow all valid, applicable laws.

Closing provisions

The code reflects the general principles guiding business partners and suppliers in ethical conduct, but it is not intended to deal with every specific situation.

We regard adherence to the requirements in this document as fundamental to collaboration and appropriate contractual relations. We reserve the right to terminate a business or supplier relationship if these requirements and principles are not upheld.

Changes in the code are authorized through the signature of the company's managing director.

Code of ethics for business partners, requirements for sustainable development in relationships with business partners is an appendix to the company's Rules of Procedure and takes effect on the day of signing.

In Rudina, 16.08.2021

Ing. Peter Macek, PhD. , CEO

