

ESG CODE OF CONDUCT FOR SUPPLIERS OF THE INTERNATIONAL CONSTRUCTION GROUP HSF SYSTEM



Introduction

The international construction group HSF System, consisting of HSF System a.s., located at Lihovarská 689/40a, Kunčičky, 718 00 Ostrava, ID 25903101, HSF System SK, s.r.o., located at Bytčianska 499/130, 010 03 Žilina, ID 45412464, and HSF System AT GmbH, located at Ared-Strasse 27/20, 2544 Enzesfeld-Lindabrunn, ID 627215a ("HSF System"), aims to conduct its business activities in the most environmentally responsible manner ("Environmental"), uphold social standards in the field of human rights and human resources ("Social"), and maintain ethical standards, transparency, and risk management in corporate governance ("Governance"). To achieve this goal, HSF System has issued this ESG Code of Conduct, which forms a binding part of the contractual documentation for HSF System suppliers.

Environmental:

HSF System expects its suppliers to act in an environmentally and climate-responsible manner, particularly by:

- actively striving to reduce their ecological footprint, including reducing greenhouse gas emissions, minimising waste and pollution in all its forms (soil, water, and air pollution), and optimising resource use, especially in the production and transportation of materials,
- actively contributing to the support and use of innovations and sustainable solutions in their activities,
- sharing information transparently about their environmentally sustainable practices.

Social:

HSF System expects its suppliers to adhere to social aspects such as safety and health at work, particularly in the areas of:

- ensuring the health and safety of their employees, including preventing harm and paying fair wages promptly,
- respecting human rights, prohibiting child labour, forced labour, and discrimination,
- engaging in community initiatives and charitable activities, particularly in support of children and young people.

Governance:

HSF System expects its suppliers to act ethically, transparently, and always legally in managing their corporate affairs, particularly by:

- complying with all applicable laws, regulations and standards relating to their business and operations,
- adhering to generally shared moral values and honour in their conduct,
- monitoring legislative changes so that suppliers can quickly and effectively respond to new requirements and standards,
- maintaining proper and transparent payment practices to minimise the risk of corruption and conflicts of interest.

Conclusion

Suppliers can expect HSF System to follow the principles, values, and standards of conduct set out in this ESG Code of Conduct. Conversely, HSF System expects its suppliers to comply with the requirements of this code and to be able to demonstrate compliance upon request, ensuring that adherence is not merely declaratory but verifiably implemented.