

CORPORATE SUSTAINABILITY STATEMENT

The company Fremach Morava, s.r.o. declares its commitment to create and support sustainable environment, as well as full compliance with legislative regulation in its business area, and prides itself on adhering to business ethics in its supplier-customer relationships.

The company has taken many recommendations and regulations leading to a sustainable environment and also actively working on the following areas:

WORKING ENVIRONMENT

We are fully comply with Labour law regulations and we also implement policies. As we are one of the very important employer in region, we strictly follow the rules not only in the following areas:

- No child labour and high protection of young workers
- No modern slavery
- Fair wages, benefits and working hours
- Freedom of association and collective bargaining
- No tolerance to harassment and discrimination
- Maximal effort in HSE – Emergency preparedness, Incidence and accident management, PPE, Fire safety

BUSINESS ETHICS

Our company has an Ethical Code of Conduct in place. In the company we have implemented many regulations and procedures in topics such as:

- Anti-Corruption and Anti-Money Laundering
- Conflicts of interest
- Free competition

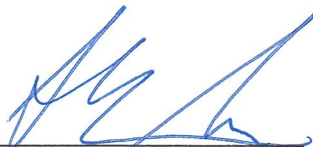
GENERAL ENVIROMENTAL STANDARDS

Fremach Morava has Environmental Management System (EMS) in place describe in internal policies. Our EMS is certified by ISO 14001. We are proactively seeking and performing the actions towards to sustain a green planet. In our activities we are mainly, but not only, focusing on:

- Energy and water consumption
- reducing the impact of the chemicals used
- Waste management

INFORMATION AND DIGITAL SECURITY

Our company is proud to be certified by TISAX label. Our information security and cyber security is focused not only to protect our data or data of our partner, but we also cooperate on personal employee digital safety.



Ing. Marian Klemsche, MBA
Plant manager



Ing. Ondřej Kočí, Ph.D.
HR manager