

# Code of Conduct of Xvent s.r.o.

## Purpose of the Code of Conduct

The general purpose of this Code of Conduct is to establish business standards that reflect the ethics and values of Xvent s.r.o.

### 1. Scope of application

The Code of Conduct is addressed to all supplier and/or subcontractor, who manufactures for, and/or sells goods to Xvent s.r.o. The contracted supplier and/or subcontractor is responsible for the compliance of their subcontractors. This Code of Conduct is a supplement to local laws and regulations of the country in which the supplier and/ or subcontractor operates and in case of any conflicts between local laws and regulations and the Code of Conduct, then the local laws shall apply.

It is a prerequisite for being a supplier and/or subcontractor for Xvent s.r.o., that the supplier and their subcontractors comply with this Code of Conduct.

Suppliers and/or subcontractors must ensure that the content of this Code of Conduct is communicated effectively to all employees of their company, through training- and information courses.

### 2. Legal requirements

Suppliers and/or subcontractors must adhere to the legal requirements and laws of the countries in which they operate. If the Code of Conduct standards are higher than the legal requirements imposed by local legislation, then the Code of Conduct standards that must to be followed.

### 3. Employment

Suppliers and/or subcontractors must observe and fully apply local laws and regulations of the country in which they operate to protect their employees and employment.

### 4. Minimum Wages and social benefits

Payment to workers must be made according to local labor laws. Payment must be paid on time, regularly and be fair with respect to the employees work performance. The payment must also be in accordance with overtime laws and according to industry standards and local regulations.

### 5. Working Hours

Overtime must be voluntary and in accordance with humane and productive working conditions and should not exceed the legal country limits. Overtime should be fairly remunerated according to industry and local legal standards. Workers must be granted at least one full day off every seventh day.

### 6. Forced Labor

Suppliers and/or subcontractors that use bonded labor, illegal workers and/or forced labor will not be tolerated at Je-remias Abgastechnik GmbH.

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7. Non-Discrimination

Workers must be treated fairly and not be subjected to any form of discrimination, based on race, gender, color, sexual orientation, creed, religion, political opinion national origin or social origin etc.

8. Coercion and Harassment

No form of coercion or harassment, including sexual harassment, physical abuse and/or psycho- psychological abuse will be tolerated by suppliers and/or subcontractors of Xvent s.r.o.

9. Freedom of association

Workers must be granted the right to freely associate and must not be prosecuted or punished for exercising this freedom. Workers should also be granted the freedom for collective bargaining without consequences or punishment.

10. Child Labor

Xvent s.r.o. strictly adheres to the International Labor Organization (ILO) Minimum age and Child Labor Convention No 138 on restriction of work before compulsory schooling has been completed and No 182 on protection from hazardous employment, the UN Convention on the Rights of the Child (UNCHR), 1989 which protects against economic exploitation, hazardous employment and interference with education. We also respect local laws and regulations in the countries we purchase from. It is the responsibility of the supplier and/or subcontractor to verify the age of their employees and these records must be available for audit at any given time.

11. Health and Safety

Employee health and safety must be ensured through compliance with local laws and regulation and general ethical behavior from the supplier. Hereunder, proper ventilation, lighting, clean drinking water supply, separate catering facilities and proper toilet facilities must be provided. A clean workplace free from noise and air pollution in the general area must be maintained. Where noise, air pollution or hazardous environments may fore occur, protective equipment must be made available free of charge along with proper instruction for use by the supplier. Proper health and safety policies should be established and followed. All workers must be aware of the emergency procedures and well documented must be properly displayed in all working areas. Clearly marked exits that are free from obstructions must always be accessible in case of emergency. Regular fire drills and emergency drills must be practiced. Fire extinguishers and fire alarms must be checked at least once a month to ensure proper function. First aid stations must be clearly marked, and first aid cabinets must be fully stocked and ready for use in case of emergency. A trained first aid employee should be available in each area and all workers should be aware of this person's identity should the need arise

12. Environment

Xvent s.r.o. endorses and supports local environmental laws and will constantly strive to improve these areas. Suppliers and/or subcontractors must follow local legislation, regulations and laws regarding protection of the outdoor environment.

13. Anti-Corruption

Xvent s.r.o. does not tolerate or accept any form of corruption or blackmail by persons or organizations.

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#### 14. Monitoring/Audits

Xvent s.r.o. will at any given time, make visits to the suppliers and/or subcontractors in question and evaluate the current status and Code of Conduct compliance. Suppliers and/or subcontractors must give Xvent s.r.o. representatives access to all and any relevant data and access to all areas and employees if so requested, even if advance notification of an audit has not been given. Any discrepancies will be noted, and a pre-determined compliance date will be set according to the scope of the non-compliance.

#### 15. Non-Compliance Sanctions

If after the given period, the supplier and/or subcontractor in question does not or comply with the predetermined standards written in this Code of Conduct, Xvent s.r.o. will be forced to terminate all contracts with the supplier and/or subcontractor without notice and without any form of compensation.

#### 16. Certifications

If Xvent s.r.o. buys goods from a supplier and/or subcontractor, which are certified by a specific certification, Xvent s.r.o. will enclose a "Material specification", this must be read, understood, signed and returned to Xvent s.r.o.

#### 17. Supplier commitment and agreement

The CSR Policy: A Code of Conduct compendium has been received, thoroughly read and understood as a fundamental compliance for our company to become a supplier to Xvent s.r.o. The guidelines are understood (understood) and will be followed as required.

We also commit ourselves to inform our own subcontractors and suppliers about this Code of Conduct and we are responsible for the compliance of this Code of Conduct.

In Pardubice on 05.01.2026



Jan Teichmann  
Managing Director

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