

## Supplier Code of Conduct

### 1. Introduction

This code sets out the principles of conduct and ethical standards that suppliers of ELEKTRO – LUMEN, s.r.o. must adhere to. Our goal is to cooperate only with partners who share our values in the areas of quality, environment, sustainability, safety and responsible business.

### 2. Compliance with laws and regulations

The supplier is obliged to:

- Comply with all applicable laws and standards relating to production, safety, labour law, environmental protection and data protection.
- Fulfill obligations arising from legislation relating to electrical equipment (e.g. CE marking, RoHS, WEEE).

### 3. Ethical working conditions

The supplier must:

- Ensure decent working conditions, equal opportunities and a safe environment without discrimination.
- Do not use child labour, forced labour or any form of abuse.
- Respect the rights of employees to fair remuneration, rest and freedom of association.

### 4. Product quality and safety

The supplier undertakes to:

- Supply products that meet the specified specifications, norms and quality standards.
- Ensure electrical safety, luminous efficiency, environmental compatibility and long service life of the luminaires.
- Regularly test and inspect its products according to the requirements of the contracting authority or harmonised standards.

### 5. Environmental protection

The supplier is obliged to:

- Minimise the negative impacts of production on the environment (emissions, energy consumption, waste).
- Prioritise recyclable materials and energy-saving technologies.
- Comply with environmental standards, in particular in accordance with RoHS (safe materials) and WEEE (return of electrical equipment).

### 6. Business ethics

The supplier must not:

- Offer or accept bribes, benefits or other forms of corruption.
- Enter into conflicts of interest without prior notification.
- Misuse confidential information or infringe intellectual property protection.

### 7. Transparency and Audit

- The Supplier is required to maintain relevant records and documentation.
- It must allow for an audit or inspection upon request if there is a reasonable suspicion of a violation of the Code or other rules.
- Provide full cooperation in the investigation and correction of any deficiencies.

### 8. Reporting Mechanisms

- The Supplier is required to establish or respect channels for anonymous reporting of unethical or illegal behavior.
- Whistleblowers must be protected from any form of retaliation.

### 9. Consequences of Violation

Violation of this Code may result in:

- Warnings and corrective actions
- Suspension or termination of cooperation
- Reporting of serious violations to the appropriate authorities

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Owner, executive and director of the company