

# BLAUFORM Ltd.

## Code of Business & CSR Policy

BLAUFORM's goal is to obtain its name equivalent to reliability and quality through its services and technical solutions provided to its domestic and international partners. We always conduct ourselves fair, ethic and equitable manner towards our partners.

These goals could hardly be achieved without the conscientious, precise work and humane attitude of our employees. BLAUFORM was established in 1954 as a family business, which strives to continuously preserve its original values of integrity, caring and family spirit.

Our Corporate Social Responsibility (CSR) is to comply the respective legislation, ethical and moral standards in course of our business relations; we encourage our employees and business partners to uphold core values accepted by BLAUFORM.

### **(1) Business integrity**

All BLAUFORM' employees are expected to conduct activities so as to enhance the Company's reputation at all times. Our general Business Principles are the following.

- ✓ All business activity should be conducted in accordance with the regulations of the countries in which the business is located.
- ✓ In all circumstances, we compete fairly and act with good faith with our partners, furthermore we respect the Intellectual Property of third parties.
- ✓ We condemn all forms of corruption, bribes and fraud. We are taking appropriate measures against efforts made in relation these crimes.
- ✓ We cooperate the competent authorities.
- ✓ We are not in relation with any company, community which are affected by sanctions and restrictive measures taken by international organizations.
- ✓ We exclude the possibility that the activities and personal interest of our employees may conflict with those of BLAUFORM.
- ✓ We comply with data protection and IT security requirements and maintain confidentially of any business secrets entrusted to us in course of our business operations.
- ✓ In the event of irregularity, whistleblowers cannot be victims, we shall investigate the announcements sufficiently and take the necessary measures.
- ✓ BLAUFORM is independent from the politic, does not provide political contributions or support to such organizations.
- ✓ Furthermore, BLAUFORM does not manufacture devices which are applicable to kill human life.

### **(1) Corruption and bribery**

BLAUFORM does not tolerate any form of corruption or bribery. The Company does not give or accept „bribes“ and acts against all forms of corruption and bribery. This includes payments facilitating the progress of cases. We do not make or accept unlawful advantage or promise in any administrative, official cases or business matters with our partners. Neither the Company nor any of its employee make any payments or benefits to achieve any unlawful advantages.

### **(2) Environment and sustainability**

Recognizing its responsibility for the sustainability of the natural and built environment, BLAUFORM is committed to learning and applying prudent environmental practices in its day-to-day operations. We comply with the applicable environmental regulations and we encourage our suppliers and partners to do so.

Our goal is to gradually improve the efficiency of raw materials and energy, to reduce as much as possible the emissions of our factory and the amount of waste generated during production.

BLAUFORM strives to find such suppliers who are also committed to minimizing the environmental impact of their operations and are committed to sustainability.

### **(3) Our staff**

Work and recreation of our employees is particular value, therefore BLAUFORM pays a competitive wage that complies with the applicable employment regulations, thus contributing to the financial security of our employees.

BLAUFORM pays special attention to the protection of its employees, organizes regular safety training in order to work in compliance with accepted industry standards, safety and health regulations, and provides safe working environment that protect health and physical integrity.

BLAUFORM does not tolerate any form of discrimination, whether on basis race, sex, age, colour, nationality or national origin, wealth, class, religion, political opinion, disability, marital status, sexual orientation or gender identification, or on basis other characteristic protected by applicable law. As employer we keep in mind to create equal opportunities at BLAUFORM.

We support and encourage training, development and self-expression of our employees. We duly believe that the broadening of the experience of our employees is the key to the success and further development of the Company. We are always open to feedbacks from our employees.

There is no works council or trade union at BLAUFORM, but our employees - from the beginning - can turn to the Company's management directly with their problems, be they work or private related. We investigate any dispute or issue in fair and objective manner and treat these matters confidentially.

We respect our employees right to freedom of association. We support their advocacy or socially useful non-governmental activities. BLAUFORM intends to support its employees' community participation, voluntary activities and community projects on reasonable way.

### **(4) Human rights**

BLAUFORM support and uphold in its daily operations and business the principles contained in the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

We are not tolerating child labour or any form of forced labour, slave labour and human trafficking.

### **(5) Suppliers**

BLAUFORM is committed to being a responsible and valuable partner in the supply chain, aiming to build a sustainable business that serves its customers, employees and shareholders and their communities.

Expertise and skills of our suppliers serve to strengthen our services provided to our partners. We work with suppliers who themselves take care of the respective law, safety and employment rules, environment and health regulation and individual human rights. Sustainability plays a key role in BLAUFORM's supply chains.