

Ethical Code of Geomine a.s.

Contents

Core Principles

Topic I: **Human Rights**

Principle 1: We support and highly value international human rights in our sphere of influence

Principle 2: We ensure that we are not complicit in human rights abuse

Topic II: **Social Organism**

Principle 3: Contract and assembly freedom upholding

Principle 4: We insist on elimination of all forms of forced labour

Principle 5: We insist on elimination of child labour

Principle 6: We insist on elimination of discrimination in the selection and hiring of employees

Topic III: **Environmental Protection**

Principle 7: Our approach to environmental problems solving is prevention

Principle 8: We take responsible measures in the field of environmental management

Principle 9: We invest in environmentally friendly technologies

Topic IV: **Combating of Corruption**

Principle 10: We reject all forms of corruption, in particular extortion and bribery

Ethical Code of Geomine a.s.

Core Principles

This Ethical Code is based on our corporate values, including the questions that are placed in this document and that everyone must answer for themselves. Within the framework of our business, the Code defines the principles of responsible behavior in social, economic and environmental issues. The Ethical Code is our voluntary initiative, the aim of which is to define the basic principles of appropriate behavior, integrity and trustworthiness of Geomine a.s., all employees and also to communicate it with external partners. We have divided our commitments in the field of socially responsible corporate behavior in the areas of transparency, environment and corruption into four thematic areas. These commitments also apply to our business partners, and we expect them to act with the same sense of responsibility.

Topic I: **Human Rights**

Principle 1: We support and highly value international human rights in our sphere of influence

Human rights represent a significant achievement in protecting the individual against powerful organizations and institutions. We respect and highly value human rights proclaimed by the international community and support the observance of these rights in our sphere of influence.

Principle 2: We ensure that we are not complicit in human rights abuse

By examining our responsibility in the field of human rights, we will try to identify possible negative impacts of our activities in a timely manner so as to prevent or minimize them.

Topic II: **The Social Organism**

Principle 3: Contract and assembly freedom upholding

Our society represents a social organism of voluntary members, where each contributes to the benefit of the whole according to his or her capabilities. It is assumed that individual members will have the greatest possible freedom to associate with others in order to expand their capabilities as much as possible.

Principle 4: We insist on elimination of all forms of forced labour

We refuse and eliminate the possibility of any form of forced labour. We support the development of human capital, in particular by creating job opportunities and taking advantage of opportunities in the field of education and further training. We will ensure that our employees are familiar with what our mission is and act accordingly.

Principle 5: We insist on elimination of child labour

The International Labour Organization (ILO) has set the minimum age for entry into employment at 15 years (after the completion of compulsory school attendance). We comply with these regulations and ensure that our business partners (including suppliers) also comply with them.

Principle 6: We insist on elimination of discrimination in the selection and hiring of employees

Discrimination is defined as any distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national or social origin that prevents equal treatment in employment and education. We exclude discrimination in the above-mentioned areas and we sanction violations of this principle.

Topic III: **Environmental Protection**

Principle 7: Our approach to environmental problems solving is prevention

We have created a functional internal system for solving environmental issues. We are guided by the principle of prevention and have a functional plan for emergency situations in case of harmful impacts on the environment. We strive for continuous improvement of environmental performance and use the principle of prevention in matters of environmental threats.

Principle 8: We take responsible measures in the field of environmental management

The implementation, certification and continuous improvement of environmental management systems are important aspects of our sustainable corporate development. For this purpose, we collect company data that is relevant to the environment (including data on waste generation, emissions, energy and water consumption, leakage of substances and land management). We implement environmental pollution prevention programs. We use recyclable raw materials in our business model.

Principle 9: We invest in environmentally friendly technologies

We are committed to research and development of environmentally friendly products and technologies. We highly value the use of renewable energy sources and the continuous improvement of energy efficiency.

Topic IV: **Combating of Corruption**

Principle 10: We reject all forms of corruption, in particular extortion and bribery

We want to make it clear that the United Nations Convention against Corruption must be respected and that we are committed to doing so. We reject all forms of corruption; we will neither offer nor accept bribes. We will follow the rules of ethical conduct in business and expect our employees to demonstrate a high level of personal moral integrity.