

**CODE OF CONDUCT  
of AIR POWER s.r.o.  
2026**

Approved by Jiří Dvořák  
*Managing Director*

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## **1. Introduction**

AIR POWER s.r.o. is aware of its responsibility towards customers, business partners, employees, and society at large. We are committed to ethical, responsible, and transparent conduct in all our activities and to respecting human rights.

**This Code of Conduct sets out the fundamental principles of behavior for the company, its employees, and persons acting on its behalf.**

## **2. Compliance with Legal Regulations and Business Ethics**

All activities of AIR POWER s.r.o. are carried out in accordance with applicable legal regulations, generally accepted ethical principles, and the principles of fair business conduct.

## **3. Financial Responsibility and Accurate Records**

The company maintains all accounting, financial, and operational records truthfully, completely, and accurately. We do not permit distortion, concealment, or manipulation of accounting or other business data.

## **4. Prohibition of Counterfeit and Unauthorized Parts**

The company does not use, purchase, or distribute counterfeit, unauthorized, or non-compliant parts, materials, or components. We ensure traceability of the origin of used parts and cooperate only with verified suppliers.

## **5. Human Rights, Equality, Diversity, and Inclusion**

AIR POWER s.r.o. supports equal opportunities, diversity, and an inclusive working environment. We do not tolerate discrimination, harassment, or bullying of any kind. All employees have equal access to employment, development, and fair evaluation.

## **6. Working Conditions**

AIR POWER s.r.o. respects and supports internationally recognized human rights and is committed to adhering to them in all its activities.

### **Child Labor and Young Workers**

We do not permit any form of child labor. The employment of young workers is only possible in accordance with applicable legal regulations and with regard to the protection of their health, safety, and education.

### **Wages, Benefits, and Working Hours**

Employees are provided with fair wages and statutory benefits in accordance with applicable legal regulations. Working hours, overtime, and rest periods comply with the Labor Code.

### **Prohibition of Modern Slavery and Forced Labor**

We do not tolerate any form of slavery, servitude, forced or compulsory labor, or human trafficking.

### **Ethical Recruitment of Employees**

Recruitment is conducted transparently, voluntarily, and without fees charged to applicants. We do not permit deceptive, coercive, or exploitative recruitment practices.

### **Freedom of Association and Collective Bargaining**

We respect employees' rights to freedom of association and collective bargaining in accordance with applicable legal regulations.

### **Prohibition of Discrimination, Harassment, and Protection of Women's Rights**

We do not tolerate any form of discrimination, harassment, or bullying. We ensure equal treatment regardless of gender and support the protection of women's rights, equal opportunities, and fair working conditions.

### **7. Rights of Minorities and Indigenous Peoples**

We respect internationally recognized human rights, including the rights of minorities and indigenous peoples. We do not support any activities that would lead to the violation of these rights.

### **8. Rights to Land, Forests, and Water Resources and Prohibition of Forced Eviction**

The company does not support forced eviction or violations of the rights of local communities to land, forests, and water resources. In project execution, we take care to minimize negative social and environmental impacts.

### **9. Use of Public and Private Security Forces**

If security forces are used in connection with the company's activities, this is done exclusively in a lawful and proportionate manner with full respect for human rights.

### **10. Export Controls and International Sanctions**

The company complies with all applicable export controls, trade restrictions, and sanction regimes of the European Union, the United Nations, and other relevant authorities.

### **11. Environmental Protection, Sustainable Resource Management**

We strive for responsible use of energy, water, raw materials, and materials. We minimize resource consumption and negative environmental impacts.

### **12. Reuse and Recycling**

We support the reuse of materials and recycling of waste in accordance with applicable legislation and internal procedures.

### **13. Reporting Unethical Conduct and Whistleblower Protection**

Employees may, in good faith, report suspected unethical or unlawful conduct. The company ensures protection of whistleblowers from any form of retaliation.

### **14. Final Provisions**

Compliance with this Code of Conduct is binding for all employees of AIR POWER s.r.o. and persons acting on its behalf. Violations of the code may result in employment or contractual consequences.

This Code of Conduct replaces the previous version of the company's Code of Conduct valid since 2024 and expands it with additional areas in accordance with customer requirements and international standards.