

CODE OF ETHICS

This Code of Ethics expresses our corporate behavior's main legal and ethical aspects and provides us with guidance on how to behave. Every employee has to adhere to the principles of this Code of Ethics and protect them.

Our core values are integrity, trust, respect, and sustainability. We strive to be a moral partner that is known for upholding these values. Our company's policy is to conduct our affairs ethically and to act in such a way that our customers, employees, suppliers, and shareholders know that they can always rely on us.

The Code of Ethics is based on the values of our company. Therefore, all employees have to follow this Code of Ethics to create a working environment that respects these values.

EMPLOYEE RELATIONS AND WORKING ENVIRONMENT

We know that our employees are our most valuable asset. That is why providing them with a safe and secure working environment that helps prevent accidents and injuries is one of our priorities. We expect our employees to treat each other with respect regardless of their position or status. Both the employees and the company have to be aware of the company's regulations and applicable laws and act accordingly.

EQUAL OPPORTUNITIES AND RESPECT

The company is committed to creating a workplace that is free of discrimination and allows for each employee's fair and open expression. We provide all our employees with equal opportunities, respecting religious, political, cultural, and sexual freedom. We do not tolerate discrimination based on ethnicity, gender, religion, sexual orientation, appearance, health, disability, or workplace harassment. We treat each other fairly and with respect.

WORKING CONDITIONS

We create a work environment based on mutual respect and trust in which employees know that we expect them to behave ethically and comply with the law. Work in the company is performed voluntarily, without discrimination, and with the goal of building strong working relationships. Child labor and forced labor are strictly prohibited in the company, and we do not tolerate it for our customers and suppliers either. We offer our employees fair evaluation, space for growth, and support for their activities, both work-related and non-work-related. The working hours in the company comply with the national law.

HEALTH AND SAFETY AT WORK

It is essential that we maintain a safe and healthy workplace for our employees. We support them in activities that promote a healthy lifestyle, such as sports and exercise. We regularly inform employees about current safety regulations and guidelines. Employees contribute to the safety of the workplace by reporting accidents, injuries, and unsafe conditions.

CUSTOMER AND SUPPLIER RELATIONS

While cooperating with a customer, we always put their satisfaction first. We appreciate each of our clients, and we make sure to always respond to their demands in a supportive and cooperative way. We base our relationships with clients on mutual trust and respect, so they can always rely on us being trustworthy.

CONFLICT OF INTEREST

A conflict of interest may occur when an individual's personal interest interferes with the interests of our company and its clients, suppliers, or shareholders. Our company supports those personal efforts that do not endanger its business activities. We always do our best to avoid situations that may result in a conflict between personal interests and the interests of the company or its partners. We are wary of any situation that leaves room for speculations about the integrity of our company.

SUPPORT OF POLITICAL PARTIES AND BRIBERY

Financial or any other type of support of any political party on behalf of the company is prohibited. Providing or accepting monetary donations, loans, or gifts of inappropriate nature or disproportionate value to promote business is not permitted, as it might lead to doubts about our reputation or compliance with the law. Engaging with public officials to gain influence or to maintain a business deal is not allowed. Negotiations always have to be in full compliance with the law.

RESPECTING OUR COMPETITION

We support competition in the marketplace, and we see competitiveness as the key to growth. We understand how important competition is for a transparent business environment. That is why we respect our competition. All our employees must comply with competition and antitrust laws and abstain from unfair behavior towards our competition. This behavior may include exchanging sensitive information about prices, services, strategies, product details, business partners, etc., with the competition.

COMPLIANCE WITH THE LAW

We comply with the laws of the Slovak Republic as well as standards and regulations related to our business. We pay taxes properly, and use software licenses according to the law and business contracts. All of our employees follow the internal company regulations, as well as relevant legislation.

RELIABILITY AND RESPONSIBILITY

The company perceives the reliability and responsibility of each employee as their contribution to its proper functioning. We always work in line with our knowledge and abilities and guarantee the high quality of our products and services.

ETHICAL MARKETING

We support activities that lead to creating and maintaining the good name of the company. That also applies to the fields of sales and marketing. It is not allowed to promote our products and services through false information. We always communicate the benefits, price, and other aspects of our services clearly, and unambiguously.

SUSTANABILITY AND PROTECTION OF ENVIRONMENT

Sustainability is one of our core values. We are committed to minimizing the environmental impact of our activities, and that is why we always keep our equipment in a state of maximum ecological safety. We aim to fulfill our customer's needs while limiting the environmental footprint of our activities, services, and products, for example, by proper recycling and reducing waste.

Bratislava, 1st May 2021

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