



C O M P L I A N C E

P O L I C Y

COMPLIANCE POLICY

At **Výzkumný ústav organických syntéz a.s. (hereinafter “VUOS”)**, emphasis is placed on ensuring that legal regulations, ethical principles, moral standards, and fair business practices are observed in all daily activities under all circumstances. For this purpose, a **Compliance Program** has been adopted, which also includes a **Code of Ethics**.

Principles of Ethical Conduct

Within the scope of its business activities, VUOS has adopted rules of ethical conduct in line with its corporate policy, which:

- respects the right to competition and competition law in business activities, believing that only fair competition can contribute to the free development of society as a whole;
- ensures recognized standards of quality and product safety, environmental protection, and sustainability in its production and commercial activities

VUOS has based its Code of Ethics on clear and concise principles, which are further supported in practice by internal regulations already in force, where individual areas of the Code of Ethics are elaborated separately and are binding on all employees

VUOS considers it appropriate to declare that its activities respect the rules of social conduct set out below, which represent a common standard within the European business environment, and requires its employees to adhere to them.

Within the approved Code of Ethics, the following are consistently promoted:

- democratic values and the protection and observance of human rights in accordance with the Charter of Fundamental Rights and Freedoms,
- the rights of every individual regardless of origin, ethnicity, race, skin color, native language, age, gender, marital status, health condition, sexual orientation, economic situation, religious or political beliefs, or social status;
- principles of equal treatment of employees, respect for their dignity, privacy, and personal rights;
- employee conduct only in compliance with legal regulations;
- principles of care for the environment and workplace and their sustainable development in all areas of operation;
- decent working conditions for employees;
- compliance with and provision of occupational safety and health protection rules, including the provision of work and protective equipment to employees
- **VUOS also requires employees to:**
 - comply with legal regulations concerning measures against money laundering and terrorist financing in accordance with the applicable internal regulation;
 - refrain from any dealings with business partners that violate competition rules and comply with internal regulations establishing fair competition principles;
 - remain impartial and objective in matters they handle and reject pressure, influence, requests, gifts, or benefits that could compromise their impartiality;

- avoid conflicts of interest in their work and, if a potential conflict of interest arises, inform their supervisor without undue delay;
- act immediately in accordance with internal regulations in the event of crisis or non-standard situations requiring reporting to and discussion by the management of the company (reporting extraordinary events, hazardous situations, and conditions), especially where legal or insurance protection may be required, so that any damage or reputational consequences may be prevented or mitigated;
- if suspicious circumstances indicating the possibility of financial, commercial, technical, security, moral, social, or environmental harm are identified, or if any employee, business partner, or third party has doubts as to whether a particular matter complies with the principles of ethical conduct of VUOS, they have the right and obligation to contact the **Tell Us Ethics Hotline**, available at:

<https://www.vuos.com/compliance>

where it is ensured that reports, complaints, or notifications will be investigated thoroughly, professionally, impartially, and confidentially, or they may contact the Compliance Officer directly.

Compliance Officer Contact:

compliance@synthesia.cz

+420 702 204 883

At VUOS, the following are also regarded as standard ethical behavior:

- complying with the Work Rules and internal regulations, protecting company property, and not using it for personal purposes or for the benefit of another person, except to the extent permitted by internal regulations and authorized by a supervisor;
- maintaining loyalty to the employer and not abusing one's position, knowledge, confidential information, or personal contacts acquired in the course of employment to the detriment of VUOS or for personal or third-party benefit;
- being aware of one's responsibilities within the scope of one's position, acting as a reliable partner, and giving professional responsibility priority over personal interests;
- performing work honestly, decently, conscientiously, objectively, without unnecessary delay, correctly, responsibly, helpfully, with due care, rationally, in cooperation with other employees, purposefully, and proactively with regard to the employer's goals and plans;
- protecting the data used and processed to prevent misuse for the benefit of unauthorized persons and entrusting files and documents only to authorized individuals according to their assigned responsibilities;
- conducting oneself in public in a manner that does not damage the good reputation of VUOS through inappropriate activities, behavior, or actions.

Pardubice, 20 May 2024

RNDr. Karel Novák

Deputy Chairman of the Board of Directors