

„Visions and company politics“

- In the segment of medium-sized companies to achieve excellent position as a supplier of electrical products for customers in Central Europe.
- Create ethics and friendly corporate culture.

CODE OF ETHICAL CONDUCT **CRT-ELECTRONIC, spol. s r.o. Or.Lesná**

The Ten Principles of Ethical Conduct:

1. Safety

We comply with policy which takes into consideration health and safety risks by producing products. Employees are advised about and obey these principles. If danger occurs, every employee is obligated to warn other colleagues. Management immediately undertakes action to eliminate any dangerous situation.

2. Quality and Reliability

Quality is considered as the contribution of every employee. Responsible approach and reliability are considered to be a key success factor. We work according to our best knowledge and seal of quality is stamped to every action we take.

3. Respect for Customers

We respect all customers and their satisfaction is one of the main priorities for us. We challenge new requirements and propose further solutions. We value partnership based on mutual respect and reliability in internal as well as external relations.

4. Openness and Communicativeness, Respect

Management of the company values every opinion of its employees and creates an environment to stimulate actively the open discussions. We provide true and undistorted information. We accept religion, political opinion, cultural background and sexual orientation and do not accept any form of racial and national discrimination or humiliaton. We respect each other and behave impeccably and politely towards other colleagues.

5. Cooperation

We cooperate on our assignments to achieve corporate goals. Team work is highly supported. We provide information dealing with our work, techniques and know – how to all colleagues involved in assignments. Every employee has the right to be provided with all the relevant information.

6. Involvement in Accomplishing Our Goals

We all are responsible in accomplishing the company's ambitious and real goals. Management supports active approach as well as revealing weak spots of the company and expects high efectiveness and productivity. No one should be punished for accidental mistakes.

7. Education and Proficiency

Employees are provided with education and training in all aspects of work to be able to use modern techniques and constantly improve their knowledge. Employees are encouraged to improve their qualification and professional skills and are expected to use them towards the company's profit.

8. Sustainable Development

We comply with policy that is based on environmental legislation. We will never allow excessive emitting of pollutants. Technological equipments are in the state of the highest ecological safety. We do not waste raw materials and energy.

9. Compliance with Laws

We comply with all applicable laws and regulations of the Slovak Republic when conducting business on behalf of the Company. We pay taxes. Every employee complies with laws, internal regulations and Union Contract.

10. Loyalty

Management of the company appreciates knowledge, proficiency and time of every employee. Employees' salary is above the region's average and working environment is stressfree to reach successful results. We value our good reputation and spread it between business associates and customers. We also promote our core values by acting responsibly towards the society.

Quality policy

Quality policy is attached to the vision, business plan and business strategy for the company CRT-ELECTRONIC, spol. s r.o. Or.lesná and has this basic principles:

Product quality and services :

- Is definitive factor for realization of strategy targets and competitiveness
- Has to have all requests and customer expectations and the quality would be the reason of their purchasing
- It is not randomly made, but has to be effectively planned, established, supervised and constantly improved in all production processes
- Must be integrate in all company levels for all day routine and every employe has to take personal responsibility for quality and results of their own work

For realization of mentioned principles company management undertook Quality policy in which they commit:

- *Keep the rules of business ethic and partnership behaviour towards our business partners and other parties.*
- *Quality management system keep so that it would be effective and improve it according to customer requests and policys and ourselves requests.*
- *Applying of modern management techniques in manufacturing processes.*
- *In terms of quality exercise "zero defects strategy".*
- *Using of the system "controlling and feedback" in all processes.*
- *To integrate "quality care" and "strategy of continuous improvement" to all processes.*
- *Develop co-operation and partnerships with major suppliers.*
- *Motivate employees, develop their skills and strengthen their awareness and attitudes to quality and to problems solving.*

Safety Policy

Health and Safety Policy builds on the vision and objectives, code of ethical conduct and business plan of the company.

For realization of this obligation company management undertook „Safety policy“ in which they commit:

1. *Keep the rules of business ethics and partnership behaviour in the safety and protection of health that work towards our business partners and other parties.*
2. *Fulfill obligations as a result from legal requirements in the zone of safety as also obligations from voluntary contracts taken by our company.*

3. *Safety management system keeps so that it would be effective and its level continually improve according to customer requests and ourselves requests.*
4. *Upon determined threats and risks from work condition with the target to eliminate negative risks causative bodily harm and property.*
5. *Constantly improve functional safety and at realization of new technology, modernization and equipment repairs accentrate for work safety system.*
6. *Transfer obligatios of this safety policy on our suppliers.*
7. *Insure special preparation, qualification and develop awareness of employee leaded into safety behaviour and educatively operate for using correct and safe working instruction.*
8. *Regularly monitor working environment and on determined dangers, threats and real risks of health defects and other loss during work to form that working condition which will not cause any accidents, damages, injuries and occupational disease.*

Environmental policy

Environmental policy builds on the vision and objectives, code of ethical conduct and business plan of the company.

For realization of this obligation company management undertook „Environment Policy“ in which they commit:

1. *Keep the rules of business ethics and partnership behaviour towards our business partners and other parties.*
2. *Fulfill obligations as a result from legal requirements in the zone of environment as also obligations from contracts taken by our company.*
3. *Environmnet management system keeps so that it would be effective and improve it according to customer requests and policys and ourselves requests.*
4. *Identify and consider environmental risks and impacts for environment already at solving cases with the customers and suppliers.*
5. *Recommend processes that we would minimalize all unaccepted impacts for environment rised in production distribution using and clearance.*
6. *Into all procesess implement keeping for environment and strategy for long period improvement of our environment.*
7. *Efectively use raw materials, stock and energy.*
8. *Transfer obligations of this environment policy towards our suppliers.*
9. *Motivate employees, develop their environmental thinking and secure their awareness for environment and solving errors.*
10. *Communicate and inform public, state administration and other parties about our environment.*

For achieving this obligations for policy company management :

- Determines long and short term objectives
- Supports with available sources realization of declared policy and their targets and regularly control their fulfillment.

Covering the obligations “Policy“ is compulsory for every employee of the company.