

## Sustainable development of the company MANDÍK, a.s.

MANDÍK, a.s. is a family-owned Czech company established in 1990.

At present, it is one of the major manufacturers of ventilation and fire-fighting components, air-conditioning units and industrial heating systems. In the European market, the company is gaining ground especially with its emphasis on the highest quality, adaptability, flexibility, and services related to the support for the supplied products. During all production, servicing and support activities, special attention is being paid to the environmental protection and occupational safety and health.

Company Mandík pursue and will meet its goals with fully respect to the needs of the present without compromising the ability of future generations to meet theirs.

It is in the interest of our company to growth sustainably, with respect to future generations.

The sustainable growth of company relies on its economic, environmental, health and social pillars.

1)

### **Economical/ governance pillar:**

Company Mandík in its history since 1990 strictly follows and complies with all laws, standards and regulations in force in the countries where it operates.

Management of the company acts with regard to company sustainable development. It will never focus on immediate profit, but on gradual, healthy and sustainable growth, which is expressed by “long term profitability”. The long term profitability represents increasing value of company.

Financing the development of the company will never depend on external sources, but will be generally based on the equity capital that was generated from activities in the previous period. It is not possible to owe the company and thus take the risk threatening the essence of the company's operation.



2)

## **Health, quality and environmental pillars:**

Our Priorities for Quality Control:

- Thoroughly know and meet the customer's requirements for the quality, quantity and schedules of the deliveries
- Identify in time and effectively manage risks with potential impact on the quality of products and/or services
- Monitor the technical development in our industry, effectively apply and utilize new knowledge to improve quality
- Seek to continuously improve customer satisfaction

Our Priorities for Environmental Protection:

- Know, anticipate and objectively assess the environmental aspects of our activities and products
- Continuously reduce significant adverse environmental impacts
- Prevent environmentally relevant incidents
- Support all activities for improvement in environmental protection

Our Priorities for Occupational Safety and Health:

- Promote and create conditions for safe and healthy workplaces
- Eliminate hazards and minimize potential risks of accidents at work and occupational diseases
- Improve the working environment and create favourable social conditions, seek to improve the satisfaction of all employees
- Communicate openly about all occupational safety and health related topics

To fulfil this policy, the company management undertakes to plan and provide appropriate resources, comply with the relevant obligations, promote and prefer the prevention of issues, non-conformances and incidents, and continuously improve the established integrated management system.



3)

## **Social responsibility and ethical pillar**

Company Mandík strictly requires all their employees to follow **Code of Ethics**, which was published on 27/9/2019.

MANDÍK, a. s. defines the basic values and principles of conduct of the company and its employees with an emphasis on high moral standards. It is based on responsibility towards suppliers, customers, business partners and all its employees.

Code of ethics is a part of wider sustainable growth policy commitment.

## **Code of Ethics**

### **1 Values and goals of our family society**

- Maintaining permanent and independent ownership in family business.
- The company is predestined to grow steadily and profitably.
- We work as one team.
- Respect for others.

### **2 We comply with legal and internal regulations**

- Ethical principles and respect to law are fundamental principles of our behaviour and corporate culture.
- We comply with all applicable domestic and international laws and all applicable standards and regulations.
- We act as a socially responsible company.
- Any real breach or suspected breach (as well as any attempted breach) of applicable laws and regulations must be reported to management.

### **3 We value our employees**

- Relationships with employees and among them are based on respect for and for their human rights.
- We do not accept any form of discrimination, harassment or bullying.
- In relationships with employees we always use procedures and conditions set by law as our standards.
- We properly reward our employees for their work performance.

- In relation to our employees, but also in relation to public authorities, we fulfill all our legal information obligations.
- We do not resist complaints from our employees or others and we deal with those complaints responsibly.

#### **4 We pay close attention to safety and health protection**

- Safety and health of our employees is our priority. We create the most favourable working conditions and ensure that all work activities are carried out by safe procedures.
- We regularly train our employees and lead to safe work and health protection.
- We provide our employees with personal protective equipment in accordance with legislation.
- We consistently ensure the assessment of our employees' health eligibility in the system of occupational medical examinations.
- If any accident occurs, we apply our system of investigation and action to prevent the recurrence of the accident.

#### **5 We value our business partners**

- We build mutually beneficial relationships and promote our values and business principles when dealing with our business partners.
- We treat all information and data as confidential (unless publicly available) and may not be used for personal benefit.
- We honour intellectual property rights, maintain confidentiality of business secrets and other confidential information.
- We protect the information to the extent determined by law, contracts with business partners and business ethics.

#### **6 We condemn any manifestations of corruption**

- We adhere to zero tolerance for offering or receiving bribes.
- We strictly encourage our employees to refrain from any corrupt practices; no one shall, in connection with the performance of work for our business, on our behalf or with reference to our business, solicit or offer any performance in exchange for granting or promising to provide any benefit.
- We avoid or imply any agreements that could lead to a conflict of interest between personal activities and business.

## **7 We protect the environment**

- We strive to protect the environment.
- We minimize the release of harmful emissions and waste into the environment and the use of limited resources (energy, water and raw materials).
- We strive to reduce the environmental performance of the services and products we provide.

## **8 Child labour, discrimination and forced labour**

The company MANDIK, a. s. respects the right of children to development and education. Therefore, in MANDIK, a. s., no children under the age of 18 are employed. Company does not accept the use of child labour within the framework of a full-time workforce by the suppliers. This applies to the employment of children under the age of 15, children who have not reached the statutory minimum age, or children who have not reached the age of compulsory education.

