CODE OF CONDUCT
FOR BUSINESS PARTNERS
OF THE COMPANY

TATRAVAGÓNKA POPRAD

CONTENT

OUR BASIC VALUES 3

BASIC PRINCIPLES OF COOPERATION 3

RESPECT FOR HUMAN RIGHTS AND WORKING CONDITIONS 3-4

COMPLIANCE WITH OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENTAL PROTECTION 4

COMMUNICATION..... 4

INFORMATION SECURITY 4

PREVENTION OF CORRUPTION AND CONFLICTS OF INTEREST..... 4

FAIR COMPETITION 5

RESPONSIBLE SUBCONTRACTING AND LOGISTICS 5

MIGRANT WORKERS 5

FINAL PROVISIONS 5

OUR BASIC VALUES

We emphasize fair business practices, transparency, honesty, and responsibility, and we consistently adhere to our core values and rules in all areas of our business.

TATRAVAGÓNKA a. s. recognizes the great importance of ESG principles in the context of sustainable development, responsible business, and a transparent approach to financing.
We are committed to acting in accordance with the principles of sustainability. Our decisions and activities are aimed at minimizing the negative impact on the environment, the workforce, and our society.
We ensure that our supply chain and business partners (e.g., consultants, representatives, other goods and service providers, etc.) also adhere to the principles of sustainability and responsible solutions. We build partnerships based on our core values, which guide us towards responsible business practices. We believe that through joint efforts, we can contribute to protecting the planet for future generations.
This Code of Conduct sets out the basic principles and expectations for all business partners with whom TATRAVAGÓNKA a.s. cooperates. The Code of Conduct for Business Partners of TATRAVAGÓNKA a.s. is a summary of the Code of Ethics and Code of Business Conduct of TATRAVAGÓNKA a.s.

BASIC PRINCIPLES OF COOPERATION

We are committed to creating decent working conditions, respecting human rights, and complying with the following points in accordance with:

- CSR (Corporate Social Responsibility) components, which aim to do business in accordance with the principles of sustainability and benefit to society
- the principles of the International Labour Organization (ILO): This is a specialized agency of the United Nations, founded in 1919, which develops and adopts international labour standards for member states
- UN SDGs: these are the Sustainable Development Goals (SDGs), representing a global framework adopted by the member states of the United Nations in 2015 as part of the 2030 Agenda.

RESPECT FOR HUMAN RIGHTS AND WORKING CONDITIONS

- Prohibition of child labour (ILO No. 138, 182)
- Prohibition of forced labour (ILO No. 29, 105)
- Prohibition of discrimination in employment, equal opportunities/diversity, right to protection from harassment and violence in the workplace (ILO 100, 111)
- Right to fair remuneration and working hours, prohibition of exploitation of workers (ILO 26, 95, 131)
- We respect the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner (ILO No. 87, 98)

We emphasize equal treatment and equal opportunities, without any discrimination based on anything unrelated to work performance. We support decent and collaborate coexistence, based on tolerance and an open approach without prejudice. We respect the dignity and privacy of each and every one of us. We do not participate in any form of bullying, mobbing or bossing, we do not tolerate any form of harassment that affects human dignity and that can result in serious psychological and physical problems.

COMPLIANCE WITH OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENTAL PROTECTION

We comply with all relevant regulations, applicable legislation, and laws in the field of occupational health and safety, and we do everything in our power to ensure healthy working conditions for our employees that eliminate or minimize any harm to their health. We support the right to fair and favourable working conditions, including occupational health and safety (ILO 155, 161, 187).
We are committed to protecting the environment with regard to the rights of future generations, we comply with generally binding legal and other regulations in the environmental field, and we believe that preserving environmental sustainability is the way to move forward into the future while maintaining acceptable conditions for a full life for all of us (ILO 148).

COMMUNICATION

We emphasize adherence to the highest standards of conduct in all oral and written communication, based on mutual trust, fair partnership, and transparent relationships with all stakeholders. We avoid behaviour that could be characterized as offensive, intimidating, humiliating, harmful, or aggressive, remembering that our conduct toward partners and institutions represents the company, its values, attitudes, and principles, not our own personalities. We care about the professional reputation of our company.

INFORMATION SECURITY

SWe treat information relating to business partners as confidential, in accordance with the relevant provisions on confidentiality of information. We consider the unauthorized use of confidential information and the disclosure of such information to unauthorized persons to be unacceptable. We strictly adhere to the protection of personal data, respect people's privacy, and comply with laws on personal data protection and cyber security.

PREVENTION OF CORRUPTION AND CONFLICTS OF INTEREST

We are committed to conducting our business without any form of corruption. At the same time, we avoid business relationships that could cause a conflict of interest, as this can seriously damage the interests and assets of the company and significantly undermine work morale.
When it comes to accepting or giving gifts or hospitality, the company's management places its trust in its employees. It is possible to accept such a form of business courtesy in an appropriate manner, but it is excluded that it represents a form of illegal enrichment that would influence objective judgment at the time of decision-making processes, it must not lead to the expectation of an unjustified favour or other advantage that would violate applicable law (in particular anti-corruption laws).

FAIR COMPETITION

We are committed to conducting our business in accordance with fair competition rules and applicable competition laws. We are committed to acting as a fair and responsible market participant, and we expect the same from our business partners. With regard to global business activities, our business partners and we ensure compliance with all applicable laws on the import and export of goods, services, and information.

RESPONSIBLE SUBCONTRACTING AND LOGISTICS

We are committed to ensuring that all activities carried out within the framework of subcontracting and logistics processes are conducted in accordance with the principles of ethics, fair treatment, and sustainability. We require all our subcontractors and logistics partners to strictly comply with labour standards, protect human rights and ensure safe working conditions throughout the supply chain. We strive to minimise the environmental impact of subcontracting and logistics activities and regularly monitor and evaluate our partners' compliance with these principles. We build transparent and responsible supplier relationships based on mutual trust, fair business practices, and a shared commitment to sustainable development.

MIGRANT WORKERS

We are committed to ensuring equal treatment and protection of the rights of all employees, regardless of their country of origin. We guarantee fair working conditions and access to social services in accordance with local legislation for migrant workers who have left their home country to find employment. We emphasize the creation of an inclusive work environment in which migrant workers are respected, supported, and have the same opportunities for professional development as all other employees. We support the protection of migrant workers' rights (ILO Nos. 97, 143).

FINAL PROVISIONS

All business partners of TATRAVAGÓNKA a.s. are expected to demonstrate their commitment to these principles through appropriate measures, commensurate with their operational size, complexity, and risk environment, through appropriate measures that demonstrate compliance with this commitment and ensure compliance with applicable laws and regulations. Compliance with this code is a prerequisite for long-term cooperation with TATRAVAGÓNKA a.s. In case of violation of ethical principles, the company reserves the right to terminate the business relationship.

If you have any questions or complaints regarding ethics or need to report any unethical behaviour in business relationships, you can contact the Ethics Committee of TATRAVAGÓNKA a.s. The mechanism for filing complaints in the area of ethics is published in the Code of Ethics and Code of Business Conduct of TATRAVAGÓNKA a.s., which is available on the website www.tatravagonka.sk.

In Poprad, date February 1st 2026

Juraj Hudáč

CEO OF TATRAVAGÓNKA a.s.

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