

Company culture – Ethics code

HF NaJUS a.s.
Lieskovec 847/124
01841 Dubnica nad Váhom
The Slovak Republic

HF NaJUS, a.s.
Lieskovec 847/124
018 41 Dubnica nad Váhom
Slovakia

Bank: ČSOB-Pov.Bystrica
Bank account: SK79 7500 0000 0000 2571 2063
ICO: 36 294 632
VAT: SK2020114085

Tel: 00421/42/4485601
Fax: 00421/42/4485243
Email: perso@hf-mixinggroup.com

Application of reverse charge mechanism according Article 136 of Council Directive 2006/112/ES

CONTENT:

| | |
|--|-----------------------------------|
| Content: | 2 |
| Company culture | 2 |
| Ethics code | Chyba! Záložka nie je definovaná. |
| 1. <i>Protection of goodwill and property of the Company</i> | 3 |
| 2. <i>Protection of personal data</i> | 3 |
| 3. <i>Relationships in the Company</i> | 3 |
| 4. <i>Discriminatory practices</i> | 3 |
| 5. <i>Sexual harassment</i> | 4 |
| 6. <i>Safety and health</i> | 4 |
| 7. <i>Receiving donations, corruption</i> | 4 |
| 8. <i>Relationship with shareholders</i> | 4 |
| 9. <i>Environmental protection</i> | 4 |
| 10. <i>Relationship with business partners</i> | 4 |
| 11. <i>Conflict of interest</i> | 5 |
| 12. <i>Illegal practices</i> | 5 |
| 13. <i>Announcement of unethical behavior</i> | 5 |

Company culture

The right member of the HF Mixing Group family:

- Keeps promises and deadlines,
- Supports Company's development,
- Keeps rules,
- Maintains security and order,
- Respects, listens to others,
- Confesses his or her mistakes,
- Does not lie, does not spread unverified information,
- Protects property of the Company and does not damage it,
- Thanks, praises, prays

Ethics code

HF NaJUS, a.s. (hereinafter referred to as "the Company") is bound by this Ethics Code to act ethically and honestly while developing its business plans. This Ethics Code is an official document derived from Company's corporate values and applied to all of its employees. The Ethics Code sets up the principles of behavior of the Company, the employees and external environment.

1. Protection of goodwill and property of the Company

Company's employees are required to spread Company's goodwill and protect its interests. Every employee has an obligation to protect the intellectual property and material wealth of the Company. Usage of Company's property, including work equipment, supplies, buildings, price offers, contracts with business partners, technological processes, employees' data such as salaries or other tangible and intangible assets for personal benefit, is prohibited unless expressly permitted by an agreement between the employee and employer. Intellectual property is a valuable asset and must be protected against unauthorized usage or disclosure. This kind of property includes secrets, confidential information, copyright, trademarks and logos, but it also includes a list of customers, business opportunities and product specifications whether owned by the Company or business partners.

2. Protection of personal data

The Company respects the privacy of its employees and protects their personal data. Personal data is processed in accordance with the Personal Data Protection Act and applicable internal directives that result from this Act. The only ones who have access to personal data are Company's employees who have the right to process this kind of information to meet Company's obligations. Taking the privacy and personal data into account, the Company reserves the right to access and monitor computers and monitor operating premises visually in order to maintain the information technologies which personal data is processed in and fulfill its commercial obligations or obligations arising from generally binding legislation and internal directives.

3. Relationships in the Company

Relationships within the Company are based on transparency, open communication, mutual trust and respect. Relationships to the employees, superiors and subordinates are based on respect for dignity of each person and respect for fundamental human rights.

The Company provides each other with up-to-date, adequate, accurate and comprehensible information. Everyone has the right to preserve human dignity, good reputation and personal honor. Company's management does not interfere with private and family life of its employees and does not tolerate any psychological and physical violence. On the contrary, the Company motivates its employees to express their views and open discussion. Company's management is committed to maintain relationships with trade union representatives in order to create conditions for decent work.

4. Discriminatory practices

The Company disclaims discrimination based on gender, race, religion, age, medical fitness, sexual orientation, nationality or the other reason protected by the law. The Company requires the contribution to a working environment improvement from each employee respecting all principles and avoiding any kinds of discrimination.

5. Sexual harassment

Sexual harassment at the workplace is prohibited. The sexual harassment is defined as unwanted sexual attempt to arrange a contact, any request for sexual attraction or any other unwanted verbal or physical behavior of a sexual nature at the workplace, as well as other similar act that creates unpleasant work environment.

6. Safety and health

The Company is committed to a high level of health and social care for its employees and creates conditions for safe working environment. General principles of prevention, basic conditions for ensuring safety and health at work, exclusion of risks and the factors determining occurrence of occupational injuries, occupational diseases and other health injuries are reflected in the related internal regulations. The Company informs the employees about these guidelines and provides them with training on health and safety requirements at work. Caring about safety and health at work and an improvement of working conditions are included in stock of the work. Employee executives are responsible for accomplishing tasks at all management levels to the specified extent.

7. Receiving donations, corruption

The employees cannot require and receive from both customers and suppliers any services, presents, donations and benefits which affect or may appear to affect employees' acting while representing the Company. The donations, presents and benefits can be exchanged at a level that does not go beyond usual local courteousness, ethical business practices and applicable laws. In the case of doubts, the employees have to consult them with their superiors or the head of the personnel department. While negotiating with Company's business partners, a fair approach consistent with anti-corruption behavior has to be applied.

8. Relationship with shareholders

Company's duties are protecting shareholders' investments and ensuring their long-term valuation. The Company provides the shareholders with information about the Company and takes into account their interests. It follows the legislation ensuring transparent disclosure of information. All shareholders have the right to influence Company's activities by voting at the General Meeting and acting in Company's bodies elected by the General Meeting. The Company has established transparent electoral rules that respect the rights of all shareholders. The General Meeting approves the auditing company which prepares Independent Auditor's Report being in accordance with the law.

9. Environmental protection

All employees are required to work in accordance with environmental laws and regulations that apply to their workplace.

Company's business activities influence the environment so it commits itself to improve its environmental performance through preventive measures and usage of environmentally friendly technologies. Through environmental audits and risk management, the Company systematically identifies and evaluates possible environmental incentives. By taking corrective measures, the Company eliminates their impacts and it is still working to improve its environmental behavior and increase efficiency of its resources.

10. Relationship with business partners

The Company has an effort to succeed in the transparent market environment. It does not seek competitive advantage through illegal or unethical practices. All employees have to act properly while dealing with business partners and avoid using manipulative practices, concealing relevant information and misusing of confidential information.

The Company provides its employees with up-to-date, adequate and understandable information about its products and services.

Every employee approaches towards his or her duties to increase the value of both products and services provided to the customer. The Company shares the principles of ethical behavior, social engagement and respect for the environment with its suppliers, subcontractors and intermediaries. It also presents these principles to its business partners and motivates them to adhere them too.

11. Conflict of interest

Conflict of interest arises when personal interests interfere with employee's duties and loyalty to the Company, which may continuously lead to harm and damage of the Company. Therefore, the Company cannot engage in any activities that could be described as the conflict of interest.

A senior employee cannot act as a statutory body or a member of a statutory or other body of another legal entity with the same or similar subject of business, excepting the company which the HF NaJUS, a.s. Company participates in.

Business or other gainful activity, the subject of which is the same as that of the Company, can be accomplished only with the prior consent of the employer. No one can misuse his or her official position within the Company for private purposes and everybody has to avoid relationships that bring the risk of corruption and cast doubt on Company's objectivity and independence while performing its business.

12. Illegal practices

The Company is in compliance with applicable laws and regulations, which is also required from its business partners. The Company is not involved in any illegal alcohol and tobacco trades, as well as drug-traffic. The Company maintains confidentiality of information obtained from business relationships, does not make it available to third parties and prevents it from being misused.

13. Announcement of unethical behavior

Employees' violation of any part of the Ethics Code is considered as serious violation of the job discipline, which may result in immediate termination of employment and taking appropriate legal action. The violation of the Ethics Code is unacceptable for any party involved. The whole procedure in the case of any kind of violation or violation of other relevant provisions by the partner is agreed with him or her in a contract or agreement and may lead directly to a legal action. Company's employees are required to report any violation or potential violation of the Ethics Code they have gotten to know.

The employees report the violation of the Ethics Code to their direct superior, the next higher superior according to the organizational structure, the head of the personnel department or anonymously through the mailbox at the gatehouse. The employees has also an opportunity to report the violation to a staff representative or trade union representatives. The violation can be reported orally, by telephone, in writing or electronically at etika@hf-mixinggroup.com.

Everybody, whom the violation of the Ethics Code has been reported, has to guarantee the informer anonymity. The anonymity may be disclosed with the consent of the informer. Everybody, whom the violation of the Ethics Code has been reported, has to deal the issue and solve it in accordance with his or her competencies. The Company will not tolerate any sanctions against the people who have reported the violation of the Ethics Code in good faith.