

Compliance Program for Business Partners

Purpose and scope, relationship to other documents

- This document sets out the requirements of R.F.PROFI s.r.o. (Company ID: 25952536) towards its business partners, in particular suppliers and customers, regarding compliance with legal regulations, ethical rules, and principles of fair business conduct. The company places emphasis on high standards.
- This document elaborates the Code of Ethics of R.F. PROFI s.r.o. We expect our business partners to comply with at least comparable rules.

Compliance with legal regulations

- Our partners are obliged to comply with the applicable legal regulations of the Czech Republic, the European Union and the relevant international standards.

Compliance with sanctions lists

- We check our business partners regularly against international sanctions lists.
- Our company does not enter into contractual relationships with partners listed on sanctions lists, such as:
 - EU Sanctions Map – <https://sanctionsmap.eu>
 - OFAC - SDN List (USA) – <https://sanctionssearch.ofac.treas.gov>
 - UN Security Council Consolidated List – <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>
 - UK Sanctions List – <https://www.gov.uk/government/publications/the-uk-sanctions-list>
- We expect our business partners to notify us if they or their partners related to our business relationship are included on any sanctions list and/or that our business relationships with them are in conflict with such lists.

Ethical conduct

- We expect our business partners to act honestly, transparently, and in accordance with generally accepted ethical standards.
- No form of corruption or bribery is tolerated.

Competition and unfair competition

- Cartel agreements, price fixing and market sharing agreements are prohibited.
- Unfair competition, misleading advertising, free riding on reputation and other practices that distort fair competition are prohibited.
- Any form of manipulation in public tenders is prohibited.

Conflict of interest

- We expect our partners to actively prevent conflicts of interest.

Environmental protection

- Our partners are obliged to minimize the impact of their activities on the environment and comply with relevant environmental standards.

Information protection

- We bind our partners to protect sensitive information, trade secrets, and personal data in accordance with the GDPR.

Compliance with labour standards

- Compliance with human rights, fair working conditions, prohibition of discrimination, forced labour, and child labour are expected.

Gifts and hospitality

- The giving and receiving of gifts must be transparent, reasonable, and not constitute bribery or influence business decisions.

Responsible person

- Our company shall appoint a person responsible for implementing this Program (hereinafter also referred to as the Compliance Officer) and it shall publish the Compliance Officer's contact details together with the Code of Ethics and this Program.

Reporting violations

- R.F. PROFI expects its partners to immediately report any suspected violations of this Program or the R.F. PROFI Code of Ethics.
- Notifications shall be sent to the Compliance Officer's email address.
- The Compliance Officer is obliged to document such notifications and resolve them with the company's management, and to document the manner in which they were resolved.

Penalties

- In the event of a breach of these rules, R.F. PROFI s.r.o. reserves the right to terminate further cooperation.