



Supplier Code of Conduct

AERO Vodochody AEROSPACE a.s.

1. Purpose and Commitment

AERO Vodochody AEROSPACE a.s. ("AERO") establishes through this Code the minimum standards of responsible, ethical, safe and lawful conduct expected from its suppliers. The Code supports stable and transparent business relationships and complements contractual, technical, quality, safety and compliance requirements.

This Code is not intended to replace, limit or amend any contractual obligations, purchase orders, quality requirements, technical specifications, confidentiality obligations or legal duties. In the event of any conflict between this Code and a contract, the stricter or more specific requirement shall apply, unless the contract expressly provides otherwise.

AERO expects its suppliers, subcontractors, service providers, procurement intermediaries and other partners to conduct business ethically, responsibly, safely and in compliance with applicable laws and regulations. The Code defines the minimum standards expected across the supply chain and reflects recognized principles of the aerospace and defence industry in the areas of integrity, human rights, working conditions, environment, safety, quality and sustainable development.

The Code covers key sustainability areas, including ethical conduct, human rights, labour standards, occupational health and safety, environmental protection, responsible sourcing of materials, transparency and due diligence in the supply chain.

This Code is not intended to replace, limit or amend any contractual obligations, purchase orders, quality requirements, technical specifications, confidentiality obligations or legal duties. In the event of any conflict between this Code and a contract, the stricter or more specific requirement shall apply, unless the contract expressly provides otherwise.

2. Scope

This Code applies to suppliers of products, materials, systems, software and services, including consultants, distributors, intermediaries and other third parties acting for AERO or in connection with its supply chain. The supplier shall ensure that the Code is communicated to employees and persons whose activities may affect performance for AERO.

3. Compliance with Laws and International Standards

Suppliers shall comply with all laws and regulations applicable to their business, including the local laws of the countries where activities are managed, products are manufactured, services are provided or business dealings are conducted. This includes, in particular, regulations relating to aviation safety, labour law, employment, anti-corruption, competition, taxes, customs, export controls, sanctions, personal data protection, environmental protection, workplace health and safety and product conformity.

Suppliers shall maintain appropriate policies, procedures, controls, training and records demonstrating compliance with these requirements. Upon reasonable request, suppliers shall provide evidence of compliance and cooperate in AERO audits, assessments or corrective action processes.

4. Human Rights, Working Conditions and Inclusion

Suppliers shall respect internationally recognized human rights and conduct their activities in a manner that treats workers with dignity, fairness and respect. Suppliers are expected to support equal opportunities, diversity, inclusion and fair labour practices; they shall not tolerate discrimination, harassment, bullying, intimidation, retaliation or degrading treatment.

Suppliers shall in particular comply with the following fundamental principles:

- Suppliers shall not use child labour, forced labour, bonded labour, involuntary prison labour, human trafficking or any form of modern slavery.
- Workers must receive clear information on employment terms, wages, working hours, benefits and termination conditions in a language they understand.
- Suppliers must provide fair wages and benefits in accordance with applicable laws and support lawful working hours, rest periods, leave and overtime work.
- Suppliers must respect workers' legal rights to freedom of association, collective bargaining and consultation in accordance with applicable law.
- Recruitment fees, retention of documents, threats, restriction of movement or other practices that undermine the free choice of employment are prohibited.

5. Occupational Health and Safety

Suppliers shall ensure a safe and healthy workplace and take preventive measures to prevent injuries, occupational illnesses and unsafe working conditions. Suppliers must identify risks, assess them, implement control measures, provide appropriate training and personal protective equipment, and maintain emergency preparedness procedures.

Suppliers shall manage health and safety risks related to machinery, chemicals, hazardous work, ergonomics, fire protection, emergency response, workplace hygiene and worker accommodation where provided.

6. Business Integrity, Anti-Corruption and Fair Competition

Suppliers must conduct business honestly, transparently and with integrity. Bribery, corruption, extortion, fraud, facilitation payments and improper advantages are prohibited. Suppliers shall not offer, promise, give, request or accept anything of value for the purpose of improperly influencing a business decision or obtaining an improper advantage.

Suppliers must in particular comply with the following fundamental principles:

- Gifts, hospitality, charitable donations, sponsorship and entertainment must be reasonable, lawful, transparent and must never be intended to influence decision-making.
- Conflicts of interest must be avoided or promptly disclosed where they could affect business decision-making.
- Suppliers must compete fairly and shall not participate in price fixing, collusive tendering, market allocation, exchange of competitively sensitive information or any other anti-competitive conduct.
- Suppliers must maintain accurate records, invoices, certifications, declarations and quality documentation and must not falsify or misrepresent information.
- Suppliers shall not facilitate money laundering, tax evasion, fraud or other improper financial conduct.
- Suppliers shall not misuse inside or confidential information obtained in the course of business relationships.

7. Export Controls, Sanctions and Security

Suppliers shall comply with applicable regulations on export controls, imports, customs, sanctions and defence-related trade. This includes the proper classification of goods, software, technical data and technologies, screening of transactions and business parties, obtaining required licences and preventing unauthorised transfers or access.

8. Information Protection and Cybersecurity

Suppliers shall protect AERO's assets, information, intellectual property, personal data and confidential business information against unauthorised access, disclosure, loss, misuse or alteration. Such information may be used only for authorised business purposes. Cybersecurity measures must correspond to the sensitivity of the information and the risk profile of the services or products provided.

Suppliers must ensure that workers and third parties with access to controlled goods, technologies, facilities or information are authorised, trained and monitored.

Physical security, cybersecurity and access management must be appropriate to the sensitivity of the products, services and information concerned. Suppliers must manage authorisations, access, transfer, storage, backup and secure disposal of information. They must report without any delay any actual or suspected incident, breach, data loss or unauthorised access that may affect AERO.

9. Environment, Climate and Chemical Management

Suppliers must comply with applicable environmental laws, permits and reporting obligations and are expected to reduce the environmental impact of their activities, products and services. This includes responsible use of energy, water, raw materials and chemicals; prevention of pollution; reduction of waste, greenhouse gas emissions and air emissions; safe handling of hazardous substances; and continuous improvement of environmental performance.

Suppliers should support sustainable innovation, efficient production methods, circular economy principles, life-cycle assessment and climate improvement initiatives in line with aerospace industry expectations.

These expectations support the general objectives of sustainable procurement, such as reducing environmental impact, increasing resource efficiency and supporting climate improvement across the supply chain.

Suppliers must identify, manage and communicate information on restricted, regulated or hazardous substances in accordance with applicable product stewardship, chemical, material and customer requirements.

Where relevant, suppliers must comply with requirements concerning conflict minerals, cobalt, mica, rare earth elements, deforestation-related commodities and other regulated or high-risk materials, and provide accurate information on origin and due diligence upon request.

10. Communication, Transparency and Records

Suppliers shall communicate with AERO clearly, in a timely manner, completely and transparently, and must provide accurate information in quotations, certifications, declarations, invoices, quality records, sustainability questionnaires, security assessments and other business documents. Suppliers shall not provide misleading information or withhold material information relating to safety, quality, compliance, deliveries, security requirements or responsible business conduct.

Upon request, suppliers must provide relevant, accurate and up-to-date information relating to environmental, social and governance matters. This may include, in particular, carbon footprint and greenhouse gas emissions, energy consumption, waste management, water use, human rights due diligence, labour practices, responsible sourcing activities and other sustainability-related indicators.

Suppliers are encouraged to identify, assess and manage climate-related risks and opportunities in their operations and, where relevant, share information on climate risk assessments and mitigation measures that support long-term sustainability and resilience. Suppliers are expected to participate in sustainability assessments, surveys, audits, target setting and performance improvement programmes initiated by AERO. Suppliers should also take reasonable measures to obtain and communicate relevant sustainability information from their own suppliers and subcontractors in order to support transparency throughout the supply chain.

AERO expects active and transparent cooperation in defining sustainability objectives, monitoring progress and implementing continuous improvement measures that contribute to responsible and sustainable supply-chain management.

11. Governance and Management Systems

11.1 Culture of Open Communication and Whistleblower Protection

Suppliers should maintain effective channels that allow employees, workers in the supply chain and relevant third parties to ask questions or report, in good faith, suspected legal, ethical, safety, quality, human rights or environmental concerns. These channels should be accessible, confidential where appropriate, and designed to protect reporting persons against retaliation or disadvantage.

11.2 Reporting Channels

Suppliers and their employees may report concerns through the AERO contact person responsible for the business relationship or through another reporting channel communicated by AERO. Reports may relate in particular to suspected bribery, fraud, conflicts of interest, human rights violations, unsafe working conditions, environmental incidents, product safety or quality issues, security risks, personal data breaches or other conduct inconsistent with this Code.

12. Monitoring, Corrective Actions and Consequences

AERO may assess a supplier's compliance with this Code through questionnaires, document reviews, audits, performance monitoring or other appropriate measures. Suppliers are expected to cooperate, provide accurate information and implement corrective actions within agreed timeframes.

Monitoring activities may also take into account progress against sustainable procurement objectives, including compliance with requirements, ethical conduct, safer workplaces, reduction of environmental impact and responsible sourcing of materials.

Failure to comply with this Code may result in a requirement to implement corrective actions, suspension of new business opportunities, termination of contracts or other remedies available under applicable law and contractual arrangements.

Supplier Commitment

I/We confirm that we have read, understood and agree to comply with the principles set out in this Supplier Code of Conduct. If we apply our own sustainability policies, codes or procedures, we confirm that they are aligned with the principles and requirements contained in this Code.

These principles are aligned with internationally recognised standards and support responsible business practices, including those reflected in the UN Sustainable Development Goals relating to decent work, responsible consumption and production, and climate action.

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Name of the Supplier

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Name and position of authorised representative

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Signature

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Date