

PRECIOSA

Code of Ethics

The companies within the PRECIOSA Group (hereinafter collectively referred to as the "Preciosa Group Companies" and each of them individually referred to as "Preciosa") have decided to adopt this Code of Ethics to express their commitment to uphold moral and ethical values in their management practices and in their day-to-day activities and is committed to following all applicable laws, regulations, and national and international conventions, along with best practices, regarding especially labour standards and social responsibility, environmental protection and ethics and business integrity.

This approach ensures, among others, that any product produced and/or delivered by Preciosa is produced while respecting employee and human rights, minimizing environmental impact, and conducting trade relationships transparently and loyally.

1. Labour Standards and Social Responsibilities

The Preciosa Group Companies emphasize excellent social responsibility in their operations and fully respect the human rights and rights of employees. This particularly involves adherence to the principles set out in national legislation, in the Universal Declaration of Human Rights, in the conventions of the International Labour Organisation and in the principles of the UN Global Compact.

Prohibition of Child Labour

Work by children younger than 15 or before completing compulsory education is forbidden. In countries where Preciosa Group Companies operate and where local laws require a higher age for child labour, this higher age shall apply. Employees under the age of 18 are not allowed to work overtime, perform hazardous work or work in night shifts.

Prohibition of Illegal Labour and Human Trafficking

Preciosa Group Companies condemn any form of human trafficking and any form of abusive, illegal or forced labour. All employees must be free to accept or leave their employment at will. Freedom of movement of employees must always be respected. All applicable laws and regulations on the prevention of illegal, unlawful and undeclared work must be unconditionally observed at any time.

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Prohibition of Harassment and Abuse

Employees are always treated with respect and dignity. Any behaviour or practices leading to physical, sexual, verbal, or psychological harassment or any other form of abuse are unacceptable and will be strictly punished.

Prohibition of Discrimination

Preciosa Group Companies ensure that all employees are treated with equality, fairness and honesty. Any form of discrimination based on gender, race, ethnic origin (actual or assumed), religion, age, health condition or handicap, sexual orientation, political opinions, union membership, nationality, gender identity, physical appearance, ancestry, or social background particularly in matters such as wages, hiring, training opportunities, promotions, maternity protection, disciplinary sanctions and dismissal is unacceptable.

Fair Wages and Benefits

Wages are paid directly to workers, in legal tender, in a timely and regular manner, at least once a month. Overtime is compensated to employees in accordance with the law. Preciosa Group Companies also comply with all other legal obligations relating to remuneration of work. In the absence of a legal minimum wage or overtime rate in the country where the work is performed, respective Preciosa Group Company must ensure that wages are at least equal to the average minimum wage for the relevant industry, and that overtime is paid at the usual hourly rate. Wages must be sufficient to cover basic needs and allow for some discretionary spending. Deductions are only made where permitted by national law or with the full consent and understanding of employees. Wage deductions should never be used as a form of disciplinary action. Employees will receive clear and transparent information on working hours, pay rates and the calculation of statutory deductions. Preciosa Group Companies provide all employees with all benefits in accordance with applicable laws, collective bargaining agreements and relevant individual agreements. Employees with equal experience, performance and qualifications shall receive equal pay for equal work. All workers shall have full and complete control over their earnings.

Working Hours

Preciosa Group Companies adhere to all laws and regulations regarding working hours and work schedule. The total number of hours worked per day and per week, including overtime, must remain within legal limits (and any case must not exceed the maximum limits set by internationally recognized standards such as the standards of International Labour Organization). Overtime work

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may only be ordered within the limits set by law and if all the legal requirements are met. Also all local laws regarding mandatory rest days, break times and paid holidays are always honored. Employees are entitled to at least the minimum number of days off required by law and must have at least one day off within each seven-day period.

Freedom of Association and Expression

Preciosa Group Companies respect and uphold employees' rights to engage in collective bargaining and to form or participate in a labor organization of their choice without facing any sanctions, discrimination, or harassment. In cases specified by law (or collective bargaining agreement), Preciosa Group Companies shall provide employee representatives with the necessary resources to exercise their rights. Any form of intimidation, threats, or discriminatory actions against workers' representatives is strictly forbidden. All employees are entitled to express their views on their working conditions, both individually and collectively.

Ensuring Health and Safety

A safe, healthy and hygienic working environment is ensured for employees in accordance with applicable legal regulations.

A safe work environment is ensured for employees to prevent accidents or injuries related to, associated with, or occurring during work. To this end, the Preciosa Group Companies inspect and maintain its facilities and machinery in good condition and provide its employees with equipment that meets respective regulations. Preciosa Group Companies also dispose of systems to identify, prevent or neutralize health and safety hazards, while complying with all applicable laws and regulations.

Preciosa Group Companies took measures to prevent accidents and injuries related to, associated with, or occurring in the course of work by assessing and minimising the causes of hazards inherent in the working environment. This measures are in particular:

- Health and safety instructions are displayed in the workplace and are widely communicated. Employees receive regular and documented health and safety training.
- Employees are provided with protective equipment appropriate to their activities.
- Employees must not be locked in their workplaces, and adequate fire escape routes must be provided.
- Access to clean toilets and drinking water is provided free of charge, along with sanitary facilities for food storage if necessary.

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- The consumption of alcohol and other addictive substances during working hours is strictly prohibited (unless specifically permitted by law). Appropriate measures will be taken against employees who consume alcohol or other addictive substances or are under their influence during working hours.
- All employees are responsible for health and safety at work within the scope of their roles.

2. Environmental Protection

Environmentally responsible behavior is an integral part of the strategy of Preciosa group Companies, which adopt specific actions within the scope of their activities to safeguard the environment and to ensure that the best environmental practices are followed, leading to a reduction in the environmental impact of their operations.

Preciosa Group Companies comply with all relevant environmental laws, regulations, and professional standards and have obtained all necessary environmental permits. Preciosa Group Companies strive to apply the following practices in their activities:

Facilities and places of manufacture

- implementing an environmental management system;
- upgrading the environmental performance of their facilities and production processes, particularly through effective waste management, elimination of air, water, and soil pollution, reducing greenhouse gas emissions by focusing on clean energy use, and decreasing water and energy consumption,
- ensuring that employees whose activities have a direct impact on the environment are properly trained, skilled, and have the necessary resources to effectively fulfill their duties in line with these environmental commitments.

Raw Materials and Products

- using the responsible options (certified materials, recycled materials, materials sourced through regenerative agriculture practices, etc.) when reasonably available,
- ensuring safe chemical management and compliance of products and raw materials with applicable national and international regulations and best professional standards, including REACH regulations, 3TG regulations and other;

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- supporting the maintenance of biodiversity and ensuring compliance with relevant international environmental standards and regulations such as CITES;
- guaranteeing traceability and sharing information regarding raw material origin, and ensuring compliance for raw materials and substances used;

3. Ethics and Business Integrity

Preciosa Group Companies adhere to respective standards of integrity in their business operations and to all relevant local, national, and international laws and regulations in their business conduct, especially in the following areas: anti-corruption and anti-money laundering, fair competition and protection of personal data.

Prohibition of All Forms of Corruption

Preciosa Group Companies maintain a strict (zero-tolerance) policy against corruption and influence peddling. Preciosa Group Companies implement effective measures to prevent, detect, and address any acts of corruption or influence peddling, whether directly or indirectly, within their operations. This includes also a ban on any benefits given to public officials.

Gifts and Invitations

Gifts or invitations can be seen as acceptable goodwill gestures in business relationships if they are modest in scope and value, given openly and transparently, allowed by applicable laws and regulations, appropriate in the region where they are given, intended to show respect or gratitude, and not offered with the expectation of anything in return. Any other gifts, invitations, or similar gestures are unacceptable, regardless of whether they are granted to representatives of Preciosa Group Companies or to third parties and regardless whether they violate anti-corruption rules and regulations or not.

Prevention of Money Laundering

Preciosa Group Companies dispose of effective controls to prevent money laundering in their operations. They also ensure transparency in all financial transactions and report any suspicious activity to the relevant authorities.

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Prevention of Conflicts of Interest

Preciosa Group Companies strive to eliminate any situations that could lead to an actual, perceived, or potential conflict of interest in their business dealings.

Fair Business, Advertising and Competition

Preciosa Group Companies uphold standards of fair business, advertising, and competition. Deceptive, misleading, fraudulent or unfair practices are unacceptable. Preciosa Group Companies compete honestly and ethically, while complying with antitrust laws and avoiding any activities that restrict free competition. Agreements with competitors on prices, market sharing, production or sales restrictions, or other agreements on how to act with the aim of restricting or distorting competition are not allowed.

Confidentiality and Personal Data Protection

Preciosa Group Companies have taken all necessary measures to ensure the confidentiality of trade secrets and other non-public information they receive during their business relationships. The confidentiality and security of any personal data handled by Preciosa Group Companies is also ensured. Personal data is collected, processed and used in accordance with the principles and in compliance with the legal regulations on personal data protection.

Trade Restrictions and Export and Import controls

Preciosa Group Companies comply with all applicable international trade restrictions and economic and trade sanctions, including any updates to these measures, as well as all relevant laws and regulations related to export and import controls.

Conflict Minerals

Preciosa Group Companies will ensure that their products do not contain conflict minerals that directly or indirectly finance armed groups or contribute to human rights abuses (this also applies to the supply chain).

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4. Complaints

Everyone has the right to report circumstances indicating a violation of this Code of Ethics or other unethical conduct via the contact email address:

eticky.kodex@preciosa.com

Each complaint will be investigated and, if a violation of the established rules is found, appropriate corrective measures will be taken.