

Code of Conduct of emst s.r.o. for Suppliers and Business Partners

emst s.r.o. operates in the fields of automation, transport and industrial technologies, software and hardware engineering, project management, consulting services, service support, diagnostics and training. In carrying out its business activities, emst places emphasis on compliance with high ethical standards, social responsibility, occupational health and safety, as well as the protection of confidential information.

emst conducts its business with the highest level of integrity and in compliance with applicable laws, ethical standards and international standards. emst expects these principles and values also from its suppliers, business partners and their subcontractors.

This Supplier Code of Conduct is based on the ten principles of the UN Global Compact, which relate to human rights, labour standards, environmental protection and anti-corruption. The principles are derived from the Universal Declaration of Human Rights and from the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Expectations towards suppliers

emst expects its suppliers to comply with the following principles:

1. Human rights and labour practices

Non-discrimination and respect for employees

The supplier is expected to promote equal opportunities and fair treatment of all employees, regardless of skin colour, race, nationality, ethnic origin, political affiliation, social origin, disability, sex, gender identity, sexual orientation, marital status, religious belief or age.

The supplier shall not tolerate any form of unacceptable conduct, mental or physical cruelty, sexual harassment, discrimination or any other conduct that is intimidating, abusive, exploitative or degrading.

Prohibition of forced labour

The supplier shall not use or support any form of slavery, forced or compulsory labour, or human trafficking.

Prohibition of child labour

The supplier shall not employ workers under the age of 16. In countries to which the exception under ILO Convention No. 138 applies, the supplier shall not employ workers under the age of 14. The supplier shall also not employ persons under the age of 18 for hazardous work within the meaning of ILO Convention No. 182.

Grievance mechanism

The supplier is expected to provide its employees with access to a confidential and protected mechanism for reporting possible violations of the principles of this Code of Conduct without fear of retaliation.

If a violation or suspected violation concerns cooperation with emst, it may also be reported directly to emst via the email address emst@emst.sk.

emst and its suppliers shall treat such reports responsibly and, where necessary, take appropriate corrective action.

2. Working hours, wages and benefits

The supplier is obliged to comply with all applicable laws and regulations concerning working hours, wages, compensation and employee benefits.

The supplier shall pay fair wages for work performed and shall respect the legal rights of employees to establish trade unions, join them and participate in collective bargaining, without any discrimination or preferential treatment.

In the case of cross-border assignment of workers, the supplier shall comply with all relevant legal requirements, particularly in minimum wages.

3. Occupational health and safety

The supplier is expected to implement an appropriate occupational health and safety management system in accordance with applicable legal and international standards.

The supplier shall ensure safe working conditions and provide employees with appropriate training in order to raise their awareness of risks, health protection and safety.

4. Compliance with laws and regulations

The supplier is obliged to comply with all applicable laws, regulations and legal requirements of the countries in which it operates.

5. Environmental protection

The supplier shall act in accordance with applicable environmental laws and international standards. It is expected to minimise negative impacts on the environment, reduce pollution and implement an appropriate environmental management system with the aim of continuous improvement.

6. Fair business and operational practices

Anti-corruption and anti-bribery

The supplier shall not tolerate any form of corruption or bribery. It shall not directly or indirectly provide, offer or promise anything of value to public officials or private individuals with the aim of influencing decision-making or obtaining an undue advantage.

Anti-money laundering and counter-terrorist financing

The supplier shall avoid any direct or indirect involvement in money laundering or terrorist financing.

Protection of confidential information and personal data

The supplier shall process personal data in a confidential, lawful and responsible manner, respect the privacy of individuals and ensure the protection of data against misuse.

Competition and intellectual property rights

The supplier shall act in accordance with competition laws and shall not participate in cartel agreements, price manipulation, market allocation or other anti-competitive practices. It shall respect the intellectual property rights of third parties.

Conflict of interest

The supplier shall avoid conflicts of interest that could adversely affect the business relationship with emst and shall transparently inform emst if such conflicts arise.

7. Quality, safety and reliability of supplies

The supplier undertakes to deliver products, services and works professionally, responsibly and in accordance with agreed requirements, applicable regulations, technical standards and project documentation. The supplier is obliged to ensure appropriate quality control and promptly inform emst of identified risks, non-conformities or circumstances that may affect the quality, safety, functionality or reliability of the supply. The supplier shall not knowingly conceal defects or shortcomings and is obliged to contribute to their timely elimination.

8. Compliance with the Code of Conduct

A violation of this Code of Conduct by the supplier or its subcontractors may lead to corrective measures and, in more serious cases, to termination of the business relationship with emst.

emst reserves the right to verify compliance with this Code of Conduct by appropriate means.

Approved on behalf of emst s.r.o.

Name: Ing. Milan Šmotlák

Position: CEO of the company emst s.r.o.

Date: 1 July 2026

Signature:


emst s.r.o.
Jazerna 592/7, 927 01 Sala
IČO: 46211444 DIČ: 2024294515
IČ DPH: SK2023294515
www.emst.sk

Supplier Declaration

We hereby declare that we have read the Supplier Code of Conduct of emst s.r.o. and fully understand its content.

We confirm that we comply with and will continue to comply with all principles, requirements and expectations set out in this Supplier Code of Conduct in the course of our business activities, as well as in the performance of all contractual obligations towards emst s.r.o.

We also undertake to:

- Ensure that the principles of this Code of Conduct are also observed by our employees, representatives and subcontractors involved in the performance of obligations towards emst s.r.o.
- Promptly inform emst s.r.o. of any serious violation or suspected violation of this Code of Conduct,
- Cooperate in taking appropriate corrective measures in the event of an identified violation.

We acknowledge that a violation of the Supplier Code of Conduct may lead to corrective measures, restriction of cooperation or termination of the business relationship with emst s.r.o., in accordance with applicable contractual terms and legal regulations.

This declaration is effective from the date of signing.

Supplier business name:

Registered office:

Name and position of authorised person:

Date, Signature: