

- Industrial fibre
- Cellulose insulation
- Road fibres and additives

CODE OF ETHICS OF CIUR a.s.

Having a code of ethics primarily states the basic values and principles that our company is based on. It outlines our company values for now and the future. The code outlines our core values on - labour code, work regulations, or other internal binding regulations. It includes points and recommendations that represent the moral principles of our company's employees and helps us in our daily work life. Our common goal is that CIUR a.s. instigates and fulfils a strategy to maximize the potential of each employee to generate an open and honest business module. The code sets out our basic expectations in relation to employees and between employees, as well as to those with whom we do business, including our business partners. The Code applies throughout CIUR a.s.

Our basic strategy is the fulfilment of the policy in 3 points to which we are committed:

1. Quality management

- Maximum customer satisfaction to encourage repeat business. This promotes a long term mutually beneficial business relationship.
- Provide a training platform to assist our employees to gain the knowledge and understanding to improve quality, production and personal well-being.
- Continuous improvement on the quality of our products and services. Full emphasize in conforming to all legislative requirements.

2. Occupational Health and Safety Management System (OHSAS)

- To comply with all the requirements of the legal regulations that apply to our company. This will cover - health and safety that will be regularly monitor and evaluated to comply with the required regulations. Maintain the safety of the work environment and exceed levels of applicable legislation.
- Sufficiently ensure the safety of our workers.
- Actively evaluate and monitor the range of factors of working conditions within the occupational health and safety system, using implemented OSH processes.

3. Environmental Management System (EMS):

- Support and encourage all the company's employees to be environmentally friendly and offer this with training. As part of the training process, we will improve their awareness and knowledge to know what we have to instigate to protect the environment.
- Becoming proactive with processes to prevent pollution, wasteful exploitation of natural resources and minimization of environmental risks and impacts.
- Maintain and continuously evaluate the effectiveness of the company's environmental program and make necessary changes when needed to minimize the impact on the environment.

Brandýs nad Labem, April 1, 2022

Mgr. Michal Urbánek, General Director