



Detail Group Code of Ethics

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Intended for:

The Code of Ethics applies to all employees of the Detail Group and to all companies that supply products or services to the Detail CZ Group. As a condition of business cooperation, the Detail Group requires its contractors and their employees to agree to this Code of Ethics. Detail's contractors must comply with the laws, rules, regulations and Detail's policies applicable in the countries and territories in which they operate. Contractors should familiarise themselves with the business practices of their contractors and subcontractors and hold them accountable for compliance with all principles and requirements of this Code of Ethics. Detail Group may terminate its business relationship with its contractors who do not comply with the Code.

Economic area, ethics and sustainability of supply

- compliance with applicable laws, rules and regulations relating to sanctions and export and import controls, prohibition on providing parts, materials and services from embargoed countries or sanctioned parties, documenting information on the country of origin and free trade agreements.
- disclaimer of [corruption](#), prohibition of bribes, illegal commissions and similar payments
- conflict of interest disclaimer
- transparent and legal relations with [customers](#) and business partners, disclaimer of unethical deals
- protection of [intellectual property](#)
- disclaimer of counterfeits
- financial responsibility, legal responsibility of the company director, creation and fulfilment of economic indicators of the company, contracts with customers and banks, insurance of the business plan.
- protection of customer's confidential information, customer's intellectual property, trademarks, images and other copyrighted materials
- compliance with applicable laws, regulations and policies of the Detail Group, adherence to the Code of Ethics and mitigation of operational risks related to the Code.
- a managed system for continuous improvement and compliance with changing laws and regulations.
- transparent supply chain, documented activities and the possibility to verify the activities by means of an audit
- communication of the Code of Ethics across the company and supply chain

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Social area, health and safety

At Detail, we respect human rights and the individual dignity of all people in the world. We strive to ensure human rights for all employees in our supply chain, and we expect our contractors to do the same.

- communication with stakeholders
- strict compliance with [human rights](#)
- disclaimer of child labour, forced labour and modern slavery
- refusal to withhold employees' identification documents for forced labour
- ensuring a healthy and safe workplace in terms of compliance with working standards
- refusal to charge recruitment fees
- refusal of the services of employment agencies that do not comply with the local labour laws of the country from which they source labour and the country in which they operate
- prohibition of discrimination on the basis of age, race, colour, national origin, sexual orientation, sex, gender identity or religion, maternity, marital or domestic partnership status, genetic information, ancestry, geographic background, national origin, disability, union membership, military or veteran status, or any other class or status protected by the applicable laws of the country, state or local area
- respect and consideration for all employees, strict no to corporal punishment and physical, sexual, psychological or verbal harassment or abuse.
- privacy of employees guarantees the protection of their personal data when processed and stored within the company.
- mandatory reporting of conflict materials for the Detail Group and its contractors
- diversity of resources, support for small or disadvantaged commercial enterprises
- ensuring an environment for reporting without fear of retribution, an anonymous reporting system, whistleblowing, contact details for reporting are listed at the end of the Code
- compliance with relevant laws and regulations governing wages and hours of work for employees, limiting overtime to a level compatible with a humane and productive work environment

Environmental area

- sustainable production with respect to resource sustainability
- environmental policy at all levels
- sustainable way of doing business, minimising the impact on natural resources and protecting the environment, customers and employees
- ensuring that operations comply with all applicable laws regarding soil protection, air emissions, discharge of water, toxic and hazardous substances, packaging and waste disposal

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- compliance with RoHS, REACH and other environmental protection requirements.

Notification when a violation of the Code of Ethics, company policy and quality manual is found.

An anonymous notification option is provided for all employees of the organisation. The notification can be used for all cases of violation of the set principles, in particular:

- Bribery
- Violation of human rights and the Moral Code
- Child labour and modern slavery
- Activities that lead to harm of persons
- Activities that result in damage to property
- Activities that put the organisation at a competitive disadvantage

Links for phone notifications



Link to complete via computer browser (copy the link):

<https://forms.office.com/Pages/ResponsePage.aspx?id=zd7U4x87v00TQ6xPOFPeJ65zzS04FDNFgk55zIEyBM1UMkpNOTgyQUIWN09MWTdVRVdZVTU3V01TNy4u>

Once the notification has been entered, or the contact details (not required) have been added, the Send button must be pressed, and the notification will be sent to the notification register managed by the HR Department. The Human Resources Department has a 60-day review period.

If the whistle-blower enters a contact email, confirmation of receipt is sent to that email, followed by the result of the review.

If the notification is completely anonymous, the reply cannot be sent and remains in the notification log.

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