

**CORPORATE
SOCIAL RESPONSIBILITY
REPORT**



Corporate Social Responsibility (CSR) means for us, in the context of our functioning, a voluntary commitment to behave responsibly towards society and the environment in which we do business.

We respect high ethical standards, cultivate good relations with our employees and customers, we support the region in which we operate, and strive to reduce the negative impact on the environment. We are the bearers of positive trends, we distinguish ourselves from the competition, and we are among the most demanded business partners and attractive employers in the region.

We are primarily guided by the following rules of conduct:

1

We create a favourable business environment

- Due to our attitude and behaviour in business relationships we act credibly and correctly
- We recognize the rules of fair trade and competition
- We strictly adhere to the concluded contracts, agreements and commitments
- Payment discipline is the foundation of our business relationship

2

We consider compliance with the law as a basic requirement of business

3

We act openly

- We provide all relevant information useful for partners including financial conditions, ownership, or the company management

4

In relation to employees

- We pay attention to decent employment environment, esteem, awareness, fair remuneration, raising skills, safety, and hygiene
- We do not allow any discrimination
- We encourage and reward the employees' own activities in relation to the improvement of the working environment
- We encourage the employees to act with integrity and take personal responsibility
- We offer a variety of benefits beyond the generally applicable legislation (1 extra week of holiday, meal allowances, drinks in the workplace, contributions to private pension funds, extra bonuses and rewards at the occasion of the personal or professional anniversary)
- We listen to the employees' problems.

5

We support regional projects, events and organizations

- We cooperate with the Charity Ostrava and the University Hospital Ostrava
- Since 2009, we have been a reliable partner of the Colours of Ostrava festival and the Festival in the Streets
- We cooperate with schools and children's homes in the region

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In relation to the environment

- We have implemented a policy of waste management in line with the latest legislation
- We recycle secondary raw materials
- We are registered in the EKO-KOM system
- We monitor energy and water consumption, comply with the emission limits
- We have implemented our own internal control system for manufacturing processes and quality
- We hold the FSC® certificate



**WE MAKE
YOUR WORLD
READABLE**

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The mark of
responsible forestry