

## **CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR)**

DEKONTA, a.s. provides comprehensive services in the field of environmental protection, such as investigation and remediation of polluted areas, waste disposal, ecological emergency service, laboratory services, professional consultancy and others.

Corporate sustainability begins with a company's value system and principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

**Following our integrated policy of quality, environment, occupational health and safety and in order to ensure the transparency of our company policy and increase the trust of our current and potential customers, we publish our principles of social responsibility:**

- **in the field of human rights and security, the company DEKONTA, a.s.**
  - respects human rights
  - complies with all relevant employment and evaluation laws and regulations, including minimum wage provisions
  - complies with all relevant laws and regulations in the field of occupational health and safety, including fire protection
  - does not employ children
  - does not use forced or involuntary labour or the involuntary labour of prisoners
  - strictly rejects any type of physical, psychological, sexual or other harassment, abuse or violence
  - does not allow discrimination during the recruitment of new employees or in relation to current employees because of their race, religion, age, nationality, social or ethnic origin, sexual orientation, disability, gender or political opinions
  - respects the rights of employees to associate and negotiate in a legal manner
  
- **in the area of environmental protection, the company DEKONTA, a.s.**
  - complies with all relevant laws and regulations in the field of environmental protection
  - uses environmentally friendly technologies
  - prioritizes energy saving, recycling and continuous reduction of its negative environmental impacts in all its activities
  
- **in the field of business and society DEKONTA, a.s.**
  - minimizes the environmental and safety impacts of its activities on affected communities
  - communicates openly with its suppliers, customers and affected communities
  - complies with all relevant laws and regulations regarding the business activity and the subject of the business
  - protects whistleblowers according to whistleblowing principles
  - adheres to its anti-corruption policy and anti-corruption practices.

**DEKONTA, a.s. demands compliance with all the above-mentioned principles also from its suppliers.**

Date: September 2, 2024

chairman of the board

DEKONTA, a.s.