



CODE OF ETHICS

**FK SYSTEM –
POVRCHOVÉ ÚPRAVY S.R.O.**

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I. INTRODUCTION

Dear colleagues, dear partners,

The Code of Ethics of FK system povrchové úpravy, s.r.o. summarizes the principles we follow in our daily work. It was created as a practical guide to maintaining our long-term standards in expertise, our approach to people, and responsible conduct.

The Code is based on five core values upon which our company stands:

- **Professionalism and a customer-centric approach**
- **Honesty and fairness**
- **Respect and equal treatment**
- **Safety and quality**
- **Teamwork, loyalty, and consideration for the environment**

In practice, this means acting in accordance with laws and internal regulations and treating one another with respect. We reject any form of corruption, handle company information and assets responsibly, protect data and know-how, and strictly adhere to occupational safety.

This Code of Ethics applies to everyone involved in the activities of FK system – employees as well as those with whom we collaborate. If you are unsure of the correct procedure in a specific situation, please contact your supervisor or the HR Manager.

Thank you for following these principles. They help us collectively protect health, build customer trust, and maintain the quality on which we have long built our foundation.

Ing. Petr Kalný & Ing. Pavel Kalný

Directors

II. SCOPE OF APPLICATION

Whom the Code concerns

This Code of Ethics sets out the principles we follow during the activities of FK system - povrchové úpravy s.r.o.

It applies primarily to:

- Employees and temporary staff
- Persons representing the company or acting on its behalf
- Individuals and entities with whom the company collaborates long-term

The Code of Ethics expresses how FK system operates and the values it applies during its activities. It serves as a common behavioral framework that is binding within the company and simultaneously understandable for everyone we collaborate with.

Everyone who acts on behalf of FK system bears responsibility for ensuring that their conduct complies with this Code of Ethics and contributes to the company's good reputation.





Our Own Ethical Framework, Not Third-Party Forms

FK system is guided by its own Code of Ethics and applicable legal regulations. We do not sign third-party codes of ethics, principles of conduct, or other similar documents. This same approach applies to company management, employees, and all persons acting on behalf of FK system.

This unified framework ensures that it is clear to everyone how we act, what values we apply, and how we represent FK system externally. It helps us maintain clarity, prevent confusion, and ensure that our collaborations are conducted in accordance with how the company actually functions and what it is responsible for.

III. OUR VISION AND VALUES

Our Vision

To become a leader in the field of surface treatment; a partner that shapes the future of the industry through unique know-how, fair dealing, and above all, a desire to innovate and push the level of work and quality to a new standard.

Our Values

The following values represent the core principles that guide our decision-making, cooperation, and overall approach to our work.

I. Professionalism and a Customer-Oriented Approach

As a custom-order company, the customer is always our first priority. We approach our work with expertise, responsibility, and an unwavering emphasis on quality. We honor our agreements, seek functional solutions, and act to ensure that our long-term collaboration remains meaningful.

II. Honesty and Fairness

We act openly and directly. We keep our promises and reject any form of corruption or unethical behavior. We consider a fair approach to be the foundation of trust and long-term relationships.

III. Respect and Equal Treatment

Mutual respect is the cornerstone of effective cooperation. We treat each other with decency, value differing opinions and experiences, and do not tolerate discrimination, bullying, or any form of degrading behavior.

IV. Safety and Quality

Occupational safety and the quality of our results are fundamental. We strictly adhere to safety regulations, technical procedures, and standards, recognizing our responsibility for our work, the health of our colleagues, and the company's reputation.

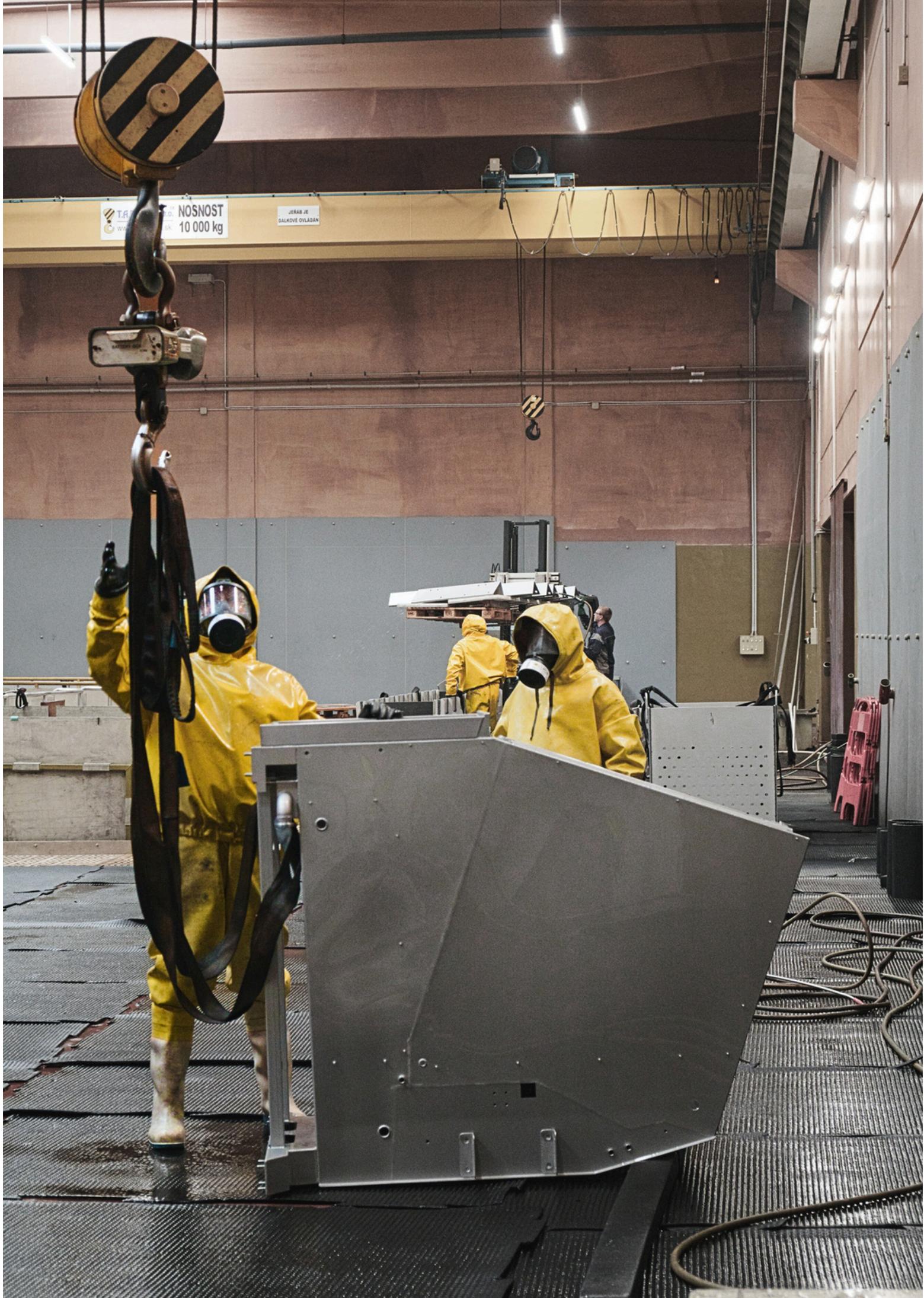
V. Teamwork, Loyalty, and Consideration for the Environment

We believe in teamwork, open communication, and mutual support. We act loyally toward the company and with consideration for our impact on the surrounding environment. We think responsibly and for the long term.

Employee Development and Initiative

We support the initiative, education, and professional growth of our employees. We believe that providing space for individual development strengthens the entire team and naturally contributes to the long-term growth of the company. Everyone who has the desire to improve and come forward with new ideas has the opportunity to develop these efforts within our organization.

We view the development of our people as an investment that yields returns in the form of work quality, a responsible approach, and company stability.



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IV. HOW WE WORK AND ACT

The values mentioned in the previous chapter are reflected in our daily behavior and decision-making. This chapter summarizes how we approach our work, cooperation, and responsibility.

Customers and Business Partners

We deal with our customers and business partners openly, fairly, and professionally. Our relationships are built on trust, fulfillment of agreements, and transparent communication. We refuse any benefits, gifts, or favors that could influence independent decision-making.

Internal Relations

We strive to maintain a professional, safe, and respectful work environment. We support cooperation, open communication, and mutual assistance. We do not tolerate discrimination, bullying, or any other form of inappropriate behavior.

Compliance with Laws and Regulations

We act in accordance with applicable legal regulations, technical standards, internal rules, and Occupational Health and Safety (OSH) principles. Each of us bears responsibility for performing our work honestly and in compliance with these rules.

Occupational Safety and Quality of Work

Occupational safety and the quality of our results are a matter of course for us. We strictly adhere to established procedures, use required personal protective equipment (PPE), and never take shortcuts that could jeopardize health, work quality, or the company's reputation.

Environment

In our activities, we act with consideration for the environment. We ensure the proper handling of materials and waste, and we respect applicable regulations in the field of environmental protection.



V. PERSONAL RESPONSIBILITY

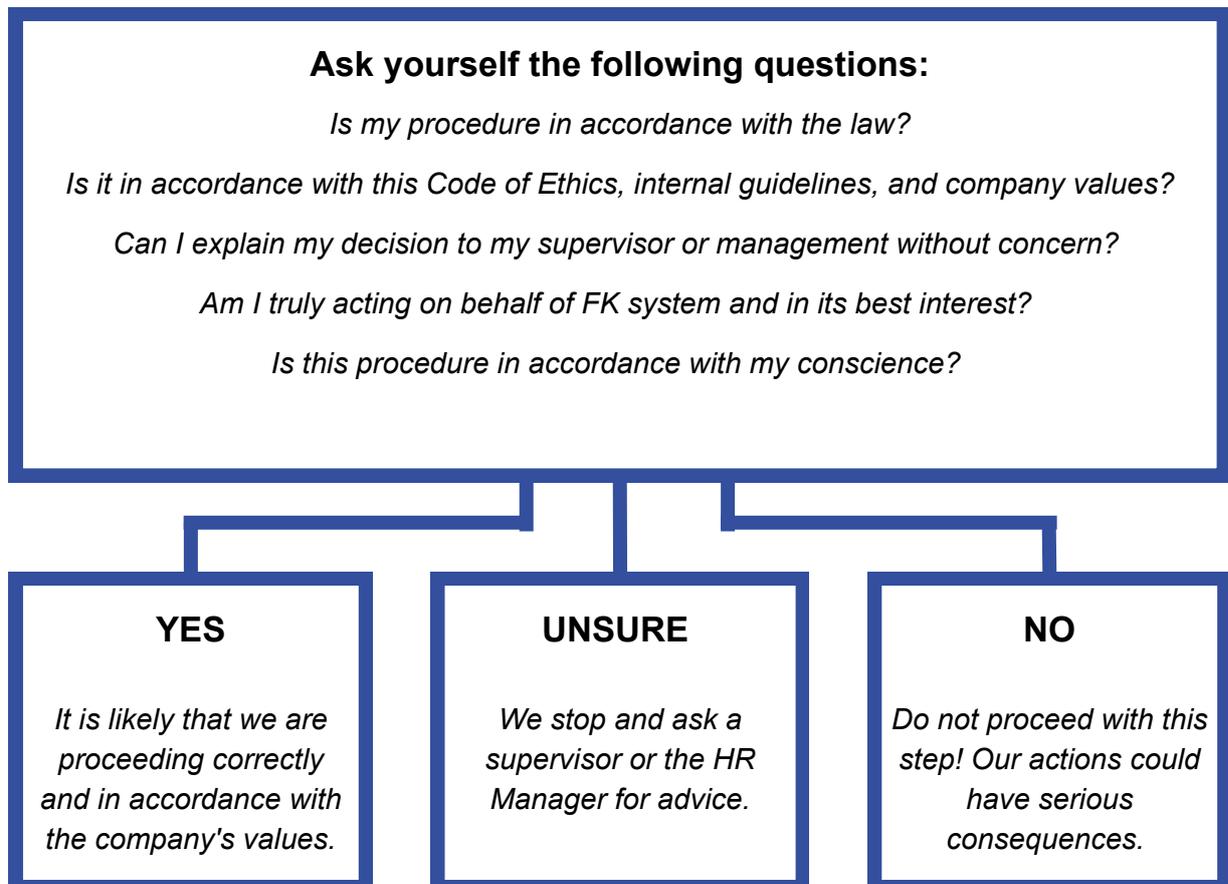
Each of us bears responsibility for our actions, especially in situations where we act on behalf of FK system. Through our behavior and decision-making, we collectively create the company's image—towards customers, partners, and among ourselves.

If we are unsure of the correct procedure in a specific situation, it is natural to stop and seek advice. In such cases, we turn to our supervisor or the HR Manager. Open communication and the timely resolution of uncertainties help prevent problems and strengthen mutual trust.

If we notice conduct that is in conflict with this Code of Ethics or the company's principles, it is right to report it. Such a report is perceived as a responsible step and must not lead to any sanctions or disadvantage.

Not sure about your decision-making?

If we are unsure whether our approach is correct, answering the following questions can help us. Their goal is not to control anyone, but to help choose a solution that is in line with the company's values.



VI. CONCLUSION

This Code of Ethics is not a set of prohibitions or a formal regulation. It is an expression of the values that we, as the company FK system, endorse and strive to apply in our daily work.

The Code helps us maintain a common standard of behavior, facilitates decision-making in both routine and less common situations, and supports open and fair cooperation. By adhering to its principles, we protect ourselves, our colleagues, our customers, and the company's good reputation, contributing to an environment built on trust, respect, and responsibility.



In Brno, January 5, 2026


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