

## ANTI-CORRUPTION POLICY

### 1. INTRODUCTION

PARKER INTERNATIONAL CZECH s.r.o. is committed to ethical conduct, transparency, and integrity in all aspects of its business. This anti-corruption policy expresses zero tolerance for any form of corruption, bribery, or unethical conduct.

This policy applies to all employees, members of management, suppliers, and other entities cooperating with the company.

### 2. DEFINITION OF CORRUPTION AND BRIBERY

Corruption includes any act that abuses power or authority for personal or corporate gain. This includes:

- **Bribery:** Offering, providing, receiving, or requesting anything of value with the aim of influencing decisions or gaining an undue advantage.
- **Improper payments:** Financial rewards for expediting administrative processes, obtaining contracts, or securing favorable business deals.
- **Misuse of resources:** Using company resources for unethical or illegal purposes.

### 3. POLICY PRINCIPLES

- **Zero tolerance for corruption:** The company does not permit any form of corruption or bribery, whether direct or indirect.
- **Transparency:** All business transactions must be conducted transparently and in accordance with applicable laws and company standards.
- **Compliance with laws:** The company complies with all applicable national and international anti-corruption laws, including Act No. 418/2011 Coll. on the Criminal Liability of Legal Entities.
- **Ethical conduct:** All employees and company partners must act honestly, with integrity, and in accordance with this policy.

### 4. EMPLOYEES' AND PARTNERS' OBLIGATIONS

- Employees must not accept, offer, or provide any forms of bribes, gifts, or other undue advantages.
- Business partners and suppliers must be informed of this policy and must comply with it.
- Any suspicions of corruption must be reported immediately according to established procedures.

### 5. GIFTS AND HOSPITALITY

Gifts or hospitality may only be accepted or provided if they are:

- Of reasonable value.
- In line with common business practices.
- Transparent and not intended to influence decisions.

### 6. REPORTING CORRUPTION AND UNETHICAL CONDUCT

The company encourages employees and other stakeholders to report any suspicion of corrupt or unethical conduct. Reports can be made through the means specified on the company's website <https://parkerinternational.cz/kontakty/prijimani-oznameni-whistleblowing-2/>.

The company is committed to investigating each report confidentially, impartially, and without undue delay. Whistleblowers will not face any form of retaliation in accordance with applicable legislation and internal regulations. Any retaliatory measures against a whistleblower will be considered a violation of this policy.

### 7. SANCTIONS FOR POLICY VIOLATIONS

Violation of this policy will be considered a serious offense and may result in:

- Disciplinary measures, including termination of employment.
- Criminal prosecution under applicable laws.

### 8. TRAINING

- We provide employees with regular training on the principles of this policy.

### 9. COMPANY COMMITMENT

PARKER INTERNATIONAL CZECH s.r.o. is committed to reviewing this policy annually.

Approved by: Executive Director Masanori Kimura

Approved on: April 30, 2025

Document Administrator: Quality Assurance Department

