

Code of Ethics

Our Code of Ethics represents the KÄSTLE Group's commitment to doing business honestly and fulfilling the company's goals.

By working for the KÄSTLE Group, we agree to uphold this commitment and not tolerate its violation.

The goal of this Code of Ethics is to strengthen the awareness of all employees about the principles on which the company was built. The awareness of each individual's responsibility for their actions is an essential part of our corporate culture.

Employees of the KÄSTLE Group take polite and respectful behavior towards colleagues and business partners as a matter of course.

In the KÄSTLE group, we build on high-quality, appropriate materials, our own production of semi-finished products by controlling all stages of production and minimizing the purchase of semi-finished products.

Innovation and continuous investment in modern technologies to improve production processes at all levels of the company is a matter of course for us. Close contact with European clients and knowledge of local markets.

We emphasize quality, reliability and long-term cooperation with our customers and suppliers. We make every effort to combat any illegal or unethical behavior.

At the same time, we are aware of our responsibility in the area of environmental protection, safety and health protection at work and take the necessary preventive and protective measures to ensure the best possible conditions in the aforementioned areas.

OUR OBJECTIVES

We want to fulfill the established strategy, prosper and fulfill the principles of honest business. We rely on responsible work with an emphasis on the high quality of our products and services, in close team cooperation inside and outside our company,

OUR VISION

Our vision is to be among the best ski manufacturers in the world. We always produce with high quality and on time. We are constantly working to improve our processes. We always think positively, we like to do our work professionally and professionally, and we regularly educate ourselves and improve.

COMPLIANCE WITH LEGAL REGULATIONS

Every employee is obliged to comply with applicable laws and internal regulations, their violation may also have disciplinary - legal consequences (including termination of employment).

In the event that any of the employees or members of the company's management develop doubts as to whether a certain action - even a potential one - contradicts the regulations or internal company guidelines, they should contact their direct superior or the personnel department. The disputed conduct will be analyzed and evaluated as to whether or not it is a violation of the regulations.

In the event of a violation of the law, it is the duty of every employee to make a written submission to the personnel department. Any such submission will be carefully investigated and treated as confidential.

Corruption, misuse of information and other criminal offenses harm not only a specific worker, but the entire company.

SOCIAL RESPONSIBILITY

As part of our activities, we pay attention to social responsibility, a responsible and credible approach to clients and business partners. We take a responsible approach to the environment and take care of employees, their health and safety by complying with occupational safety principles.

WORKING CONDITIONS AND WORKPLACE RELATIONS

We take care to respect all human rights and freedoms. We support equal employment opportunities, we do not tolerate intimidation, discrimination, bullying or unwanted sexual advances.

A prerequisite for correct relations in the workplace is mutual courtesy and friendly behavior. We respect the principle that all workers have the right to be treated with dignity, even by their superiors. Any disagreements will preferably be resolved amicably. We do not criticize the company in public and we are always happy to share the success of the company. We are always united and set an example for others.

The use of alcohol, drugs and other intoxicating substances during working hours is strictly prohibited.

PROTECTION OF DATA, CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

Personal data and confidential information may only be used or processed in accordance with relevant regulations and internal guidelines. Every employee is obliged to make the maximum possible effort to ensure that data and information are secured against unauthorized access by third parties. For that reason, the company's employees must not allow unauthorized persons access to the company's premises or to its information systems and computer network.

Employees are obliged to protect the company's know-how and to treat all information they learn about the company or its business partners in the course of their work in confidence and not to disclose it to any third party without the permission of the company's management. This information is the property of the company and must be protected against disclosure or misuse.

RELATIONS WITH BUSINESS PARTNERS

We emphasize correct relations with business partners. We do not deal with our business partners from a position of strength, but always look for a win-win solution.

CONFLICT OF INTEREST

Every worker must avoid any situation where his own private interests conflict with the interests of the company. If an employee suspects that he or one of his colleagues is in a situation where there could be a conflict of interest, he is obliged to immediately report this fact to his superior or to the personnel department. A conflict of interest may arise, for example, in the provision of attention, donations, sponsorship and charitable contributions or contributions to political parties, and in cases of close relationships or other forms of contact with competitors of the KÄSTLE Group.

SPONSORING

We support cultural, social, sports or similar interests. All contributions and sponsorships are always provided transparently. We proceed carefully when selecting sponsored entities, as sponsorship can also be perceived as undue influence or can be associated with bribes.

FRAUD

Fraud is an act in which someone intentionally tries to deceive another in order to obtain some kind of unjustified benefit. Fraud is a crime. There are many ways to commit fraud. It can be, for example, raising false claims, when documents are deliberately distorted or false evidence is produced. Therefore, all invoices that we issue to our customers are properly supported by credible and proper documents. The employees also carefully check the invoices issued by the suppliers. The claim that is asserted through them must always be credibly substantiated.

IN CONCLUSION

The company's goal is to provide all employees with enough information so that they can correctly evaluate what actions are in violation of binding legal standards and this Code of Ethics. The Code of Ethics describes the risk moments that an employee may encounter most often. However, it is not within the scope of this code to cover all situations, so employees can contact their supervisor or the Personnel Department if they have any doubts.

INTIMACY

Corruption, damage, misuse of information and other criminal offenses, as well as unethical actions, harm not only a specific worker, but the entire company. Since the company's intention is generally to minimize such actions and motivate their resolution, any sanction against the employee who provided the impetus for the investigation is not allowed or tolerated.

THE CODE OF ETHICS ESTABLISHES BINDING RULES OF CONDUCT FOR KÄSTLE GROUP EMPLOYEES AND IS AN INTEGRAL PART OF ITS INTERNAL RULES SYSTEM.