

Responsible Sourcing & Human Rights Policy

public supplier and business-conduct statement
/ effective September 2026

company AdZONE, s.r.o. owner CEO

01 Purpose

AdZONE, s.r.o. is committed to conducting business responsibly and expects the same basic standards from suppliers and business partners. This policy sets out our principles on human rights, labour standards and responsible sourcing. It is applied in a practical, risk-based way.

02 Human rights and labour standards

AdZONE does not accept practices that violate fundamental human and labour rights. In our own operations and in our expectations of suppliers, we oppose:

- child labour and employment below applicable legal minimum ages;
- forced, bonded, trafficked, forced prison or other involuntary labour;
- slavery and modern slavery in any form;
- discrimination, harassment, intimidation or inhumane treatment;
- unsafe working conditions or deliberate disregard of applicable occupational health and safety requirements;
- unlawful withholding of wages, identity documents or freedom of movement.

03 Responsible sourcing

- We require suppliers to comply with applicable labour, environmental and business laws in the countries in which they operate.
- For paper, we prioritise FSC-certified sourcing and maintain supplier certification checks relevant to our purchases.
- We favour inks, chemicals and materials with documented environmental and health information, where technically and commercially suitable.
- For higher-risk or material purchases, we may request supplier declarations, certifications, product information or other reasonable evidence of compliance.
- Where supplier-specific carbon or other relevant environmental data are unavailable, we may use documented estimates for environmental reporting and encourage suppliers to improve data availability over time.

04 Supplier concerns and response

If AdZONE becomes aware of a credible concern involving serious labour, human rights or environmental misconduct in its supply chain, the company will assess the issue and seek clarification or corrective action from the supplier where appropriate. Serious or unresolved non-compliance may be considered in future purchasing decisions. Concerns may be raised through the company's normal contact channels.

05 Governance and review

The CEO is responsible for oversight of this policy. The policy is reviewed at least annually and may be updated in response to changes in law, customer expectations, supply-chain risk or company activities. This policy takes effect upon publication.