



KPHN a.s.
Česká 2
284 01 Kutná Hora

Provozovna:
Havířská 202
280 59 Kolín 4

KPHN, a.s. Sustainable Supply Chain Principles

KPHN, a.s. supports sustainable development throughout its value chain and expects its suppliers to operate in the same manner. For this reason, KPHN, a.s. requires all its suppliers to adhere to the following sustainability principles.

Suppliers are required to:

1. Business Ethics and Compliance with Laws

- adhere to all applicable local and international laws, regulations, and generally accepted practices, comply with all applicable export control laws and trade sanctions, especially those issued by UN, EU, or USA authorities,
- refrain from engaging in any form of corruption, bribery, and money laundering or supporting them,
- act ethically in all business relationships;
- avoid trading in minerals originating from conflict areas.

2. Human and Labour Rights

- comply with all applicable local laws and regulations regarding human and labour rights and be aware of their changes,
- respect human rights protection and adhere to the principles of the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work; these include freedom of association, effective recognition of the right to collective bargaining, abolition of forced labour, and equal opportunities and treatment,
- pay at least the minimum wage required by local laws for regular working hours, overtime hours, and overtime pay,
- adhere to the prescribed working time fund, comply with the legally prescribed limits when ordering overtime work,
- not employ persons under the age of 15, nor trade with subcontractors or suppliers who employ such persons;
- not use forced labour in any form and not trade with subcontractors or suppliers who do so,
- not withhold government-issued identity documents, passports, work permits, or demand any other unreasonable deposits or fees as a condition of employment,
- not discriminate in recruitment, remuneration, training opportunities, promotion, termination of employment, or retirement based on race, age, gender, social class, national origin, ethnic origin, religion, disability, sexual orientation, family or marital status, union membership, political affiliation, or other comparable reasons,
- not conduct or support physical punishment or physical, sexual, psychological, or verbal harassment or abuse,
- respect the rights of local communities to land, water, and forests. This includes the right to access natural resources for their livelihoods and the right to fair compensation for their use.



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3. Occupational Health and Safety
 - comply with all applicable local laws and regulations regarding occupational health and safety and be aware of their changes,
 - provide a safe, healthy, and well-managed working environment,
 - prevent accidents, injuries, and occupational diseases,
 - instruct employees on hazard mitigation, risk control, and safe work practices.
4. Environmental Management
 - comply with all applicable local laws and regulations regarding environmental management and be aware of their changes,
 - prevent pollution and environmental accidents,
 - have all valid environmental permits required for the activity and comply with the operational requirements and reporting requirements contained in these permits,
 - instruct employees on environmental aspects, controls, and procedures related to their work tasks,
 - strive for continuous reduction of energy, raw material, and water consumption and minimize waste and emissions to air, water, and soil.
5. Innovation and Efficiency Support
 - Support innovations aimed at more efficient use of input materials, including reducing losses and waste in the mining and processing of mineral resources.
6. Preference for suppliers and subcontractors who use the Integrated Plan for Mining and Mineral Resource Utilization as a tool for planning, managing, and monitoring the utilization of mineral resources with regard to sustainability and societal interests."

Tomáš Vančura
výkonný ředitel
Chief Executive Officer
signed 2. 1. 2024

