

## Code of ethics

### Preamble

The company NMS s.r.o. was established in 1999. We are a team of more than 150 experienced professionals who are among the top in their industry. In solving metrological tasks, we use many years of experience gained around the world. Thanks to the most modern mobile technologies, we create innovative systems for measuring 3D dimensions. We are always ready to address customer requirements, whether it is quality control, digitization, or dimensional measurement.

NMS s.r.o. declares a commitment our corporate values to all business activities, to act in the spirit of ethical principles and to respect generally accepted rules, laws, and business principles. At the same time, all subsidiaries undertake to conduct their business in an ethical and lawful manner, in accordance with the principles and vision of the parent company.

The Code of Ethics is a set of principles, standards and requirements that are binding on everyone who has decided to work in the company's corporate environment, accept values, adhere to established regulations and meet common goals.

This code was approved by the management of NMS s.r.o and its values are enforced by the entire company.

### Purpose of the code of ethics

The Code of Conduct is based on the company's values and visions and states what the company expects from employees and what its commitments are to them. The Code of Ethics addresses various aspects of human behavior and sets out its general areas, not just in society.

Fairness, stability, security, trust, and reputation are the most important values of the company. Through personal morality, each of us participates in the creation, promotion, and protection of these values. He thus shows respect for his co-workers, superiors, subordinates, customers, suppliers, and all other partners of the company with whom he comes into contact.

The purpose of introducing a code of ethics into corporate life is to:

- bringing the corporate culture closer to new employees, the wider company, and the competition,
- acquainting new employees about rules, standards, and principles of conduct,
- representing the company brand and spreading the good name of the company in the business environment and the public.

### **1. Safety and health protection**

Health and safety at work is one of the highest priorities of our company. We strive to create a hygienically harmless, safe work environment and eliminate, as far as possible, risk factors that endanger the health of employees. Even outside the workplace, we care about the high level of social and health care of our employees.

We create internal company rules with the laws in force in Slovakia, and we apply them at workplaces as a matter of priority to protect the safety and health of each employee. Every employee is acquainted with the safety system of our company, and thus becomes responsible (for himself and other co-workers) for knowledge and compliance with all applicable safety and health regulations.

Employees may not bring, store and consume alcoholic beverages and other narcotic and psychotropic substances on the company's premises during working hours and outside the premises and may not enter work under their influence.

### **2. Protection of the good name and property of the company**

Each employee represents not only himself but also our company to the public. We therefore expect him to behave in such a way that he does not damage the good name and interests of the company.

Every employee is obliged to protect the intellectual property and tangible assets of the company. Misuse of information, damage or theft of company property is considered a gross violation of work discipline.

### **3. Environmental protection**

In all activities, we respect the applicable technological and environmental standards and take care to protect the environment. We require all employees to comply with applicable environmental protection regulations related to their job classification.

In the environmental field, we assist in the region's environmental protection and creation programs.

### **4. Human resources development**

We care about creating and maintaining job opportunities, thus contributing to economic growth, and raising the living standards of the whole society. We take steps to stabilize and professionalize our employees. We are aware of the importance of building a company brand and identifying employees with their employer. Therefore, we support their professional and personal development in all available forms.

In employment relations, we comply with the Labor Code, as well as all other general binding legal norms. We hire and deploy employees without discrimination against individuals, while considering qualifications, expertise, experience, personal prerequisites, and loyalty.

### **5. Interpersonal relationships in the workplace**

We require all employees to treat each other with respect, dignity, tolerance and the principles of team spirit. Employees are aware that they are one team and share the same goals of the company, so they are willing to cooperate with each other, help each other and learn about important facts. The employee may not initiate or engage in any form of threat, intimidation, hostility or insult based on race, color, religion, gender, nationality, age, status, handicap or political opinion. Sexual harassment in the form of any sexual attempts at rapprochement is expressly prohibited in the workplace.

The superior employee treats his subordinates with respect, reverence, any form of discrimination, humiliation or abuse is excluded. He approaches conflict situations operatively, as an impartial arbitrator, thus fine-tuning the social climate in the workplace.

## 6. Relations with customers and suppliers

In the company, we build long-term relationships with customers and suppliers, based on mutual trust, honesty, and openness. We respect the culture and traditions of suppliers and customers, regardless of their origin.

We undertake to abide by the agreed terms and conditions.

We pay attention to the regular analysis of the needs, requirements and wishes of customers and meet their quality, delivery dates and the price of the products offered and related services. We make sure that our products are of high quality and safe, and that they comply with national and international standards. We provide the customer with true and understandable information about our products and services.

We support efforts for continuous innovation of the offered products, production technologies and their sale.

## 7. Conflict of interests

During working hours, all employees are engaged exclusively in activities that result from the scope of their work - from the employment contract, job description or agreement on work performed outside the employment relationship.

The employee must refrain from any action that could lead to a conflict of interest between the employee and the company.

An employee may carry out business activities that are identical to the subject of the company's activities, only with the prior written consent of the management of NMS s.r.o.

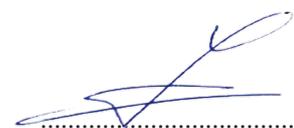
## Final provisions

This code is binding on all employees of the company. Violation of individual provisions of the Code of Ethics is considered a violation of work discipline and is assessed and sanctioned in accordance with the company's internal regulations, as well as generally binding legal norms of the Slovak Republic.

An employee of the company is obliged to report the violation of the Code of Ethics to his / her immediate superior or the company's management. The notification may be made orally, in writing, by telephone or by email. The relevant superior is obliged to assess the content of such a notification and forward it to the company's management. Intentional misrepresentation of a violation of the Code of Ethics with the intent to harm a person is considered a violation of the Code of Ethics.

The Code of Ethics complements and expands the rules, principles and standards of conduct defined by certain internal regulations and documents of the company. It sets boundaries that we should not cross, defines boundaries and principles of conduct, with an emphasis on values recognized by society, inward relations, but also on the external environment.

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Dr. Ing. Igor Lengyel  
Company CEO