

## COMPANY POLICY

Duslo, a.s. is a significant chemical company, a member of the AGROFERT concern, which aim is to produce high quality and safe products, to ensure sustainable development on the basis of the principles of social responsibility, ethical principles and in accordance with applicable legislation. To meet its objectives, the company has an established and maintained integrated management system (IMS), which includes a **Quality Management System, Environmental and Energy Management System, Occupational Health and Safety Management System and Product Stewardship management system.**

The management of the company is committed to follow these principles:

1. IMS is an integral part of the business and management philosophy of Duslo, a.s. and it reflects our commitment for continuous improvement in all areas, particularly in achieving constantly increasing quality requirements with minimal impact on health and the environment, in protection of the environment and prevention of pollution, in healthy and safe working conditions, prevention of injury and harming of health, improvements in energy management. Management is committed to provide the necessary information and resources.
2. Business development is focused on the long-term satisfaction of the customers, owners, employees and other interested parties. By effective communication and consultation with the interested parties and meeting their applicable requirements we are optimising the IMS. We objectively inform the stakeholders and our surroundings about our strategy, policy, goals, risks and product safety, as well as our results.
3. The corporate culture includes responsibility, motivation and active attitude of the employees towards the quality, environment, occupational health and safety, energy savings and climate changes. All employees are equally responsible for quality of our products and the supervisors act as examples.
4. By implementing the principles of social responsibility in our corporate culture, we are committed to respect labour and human rights, protect the environment and the health of our employees. We have aligned economic goals with environmental, safety, energy and social goals. When setting these goals, we also consider the impact of climate changes. All employees have the right for fair and equitable employment and remuneration. We do not tolerate forced, illegal and child labour, we fight against abuse, harassment and discrimination in any form. We encourage all interested parties to report any form of violation of these ethical and social principles on the "Tell us" line.
5. By continuous training, consultation and information of the employees we are raising their awareness about the product quality and safety, importance of complying with occupational health safety principles, impact on the environment, importance of energy saving, risks and prevention and we are supporting their participation in planning, managing and controlling of safe and healthy operations sites.
6. By continuous development of IMS, the management creates the basic premise to accomplish the business plan and set objectives. By identification of risks and opportunities which could affect achievement of the objectives in all areas we are prevent avoiding undesirable impacts to our business activities in order to improve continually our business. By performance evaluation in all areas, we increase efficiency of the processes and improve our environmental performance.
7. Duslo, a.s. considers its suppliers to be long-term trading partners and is committed to conducting its business in a fair and ethical manner that promotes open and fair competition. The supply chain is a key contributor to the development and implementation of our Corporate Social Responsibility program. We expect business partners to adhere to our Responsible Business Policy and to integrate environmental protection, employee safety, ethical behaviour, human and labour rights and Product Stewardship principles into their business and production processes, and to advance this initiative in their supply chains. When purchasing, we prefer partners who show social and environmental responsibility in carrying out their business activities and we prefer the purchase of safe, ecological and energy-efficient products and services.
8. We see success in maintaining the compliance of the company's business with national and international legal requirements and other obligations that we are committed to fulfil in accordance with the principles of ethical behaviour and transparency. These Principles, summarized in the Code of Ethics, are based on international standards of conduct and are binding on all stakeholders. Partners are required to ensure that their operations and products supplied to Duslo, a.s. comply with all national and other applicable laws and regulations.
9. Our effort for sustainable development leads to fulfil our vision to belong to the one of the most effective Slovak chemical companies to be a manufacturer of fertilizers in a range of European importance and a worldwide supplier of rubber chemicals.

Šafa, March 30<sup>th</sup>, 2026

  
Mgr. Ravel Hanus, MBA  
Vice Chairman and the Chief Executive Officer