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**KERACLAY**

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## **INTERNAL REPORTING SYSTEM**

KERACLAY, a.s. constantly makes every effort to prevent the commission of criminal acts, violations of legal regulations, fraudulent and other unethical behavior, not only in relation to itself. For this purpose, a **Trust Line +420 476 105 557 has been established**, the purpose of which is to enable anonymous reporting of behavior that appears to the whistleblower:

- ✓ in contradiction with legal regulations Czech Republic;
- ✓ in conflict with internal organizational and by the managers nudes companies (ORA), Compliance program or The company's code of ethics;
- ✓ unethical;
- ✓ or direct proposes measures to improvement.

The hotline is part of the company's Compliance program in relation to **Act No. 418/2011 Coll., on the criminal liability of legal persons and proceedings against them**, as amended.

The management of the joint-stock company supports and greatly appreciates any complete and truthful submission of information by any person, drawing attention to deviations from the accepted rules of ethical behavior and compliance with legal regulations, which may not be communicated directly for various reasons. This does not apply to intentionally false suggestions or suggestions made solely with the aim of harming another person or company. Such a suggestion in itself constitutes a violation of the Compliance Program and the Code of Ethics of KERACLAY, a.s.