Ton Code of Conduct

We are a manufacturer of bentwood chairs and tables, transforming the basic need of sitting into a pleasure for the senses. We respect the cycles of nature and value the gift of wood. We care about the people and the place where we operate, knowing that great things are born from mutual respect and cooperation. We build on the craftsmanship of previous generations and, in collaboration with designers, bring it into the present. Our aim is to offer furniture of timeless quality that radiates calm, confidence and elegance.

This Code applies to the management and all employees of TON A. S. Managers actively support compliance with its principles while leading by example. We expect our business partners to uphold equivalent standards.

Protect Nature and Prevent Waste
The gift of wood is the foundation of our business and our future. We protect natural resources and biodiversity, prevent pollution and continuously reduce the environmental impact of our operations. We use materials, energy and water efficiently. We strive to prevent waste, return usable wood residues to production, and sort and responsibly process other waste, including the recovery of energy from suitable residues. We handle chemicals safely. We have implemented and certified an environmental management system for furniture manufacturing in accordance with ISO 14001.

We verify the origin of wood and reject illegal logging, violations of human rights and damage to valuable forest ecosystems. We apply FSC and PEFC requirements within the scope of our certifications. We make certification claims only for supplies that meet the relevant requirements. For materials of animal origin, we require verifiable traceability and compliance with the principles of responsible animal welfare.

Pursue Quality and Sustainable Growth
We strive for reliability, safety and timeless quality. We cultivate craftsmanship, attention to detail and responsibility for the results of our work. We design products with longevity, repairability and refurbishment in mind. We set ambitious yet realistic goals, continuously assess risks and address shortcomings, including their root causes. We pursue growth and productivity while safeguarding quality, human health and the responsible use of resources. We have implemented and certified a quality management system for furniture manufacturing in accordance with ISO 9001.

Use Digital Technologies Safely
We use digital tools to improve our processes and services. We protect data, systems and business continuity. We follow cybersecurity principles and safeguard access credentials and non-public information. We use digital services, including artificial intelligence, responsibly and securely. We promptly report security threats and incidents and cooperate in resolving them. We also expect partners working with our data or systems to maintain appropriate security measures and provide timely notification of incidents.

Ensure Safety and Protect Health
We provide a safe working environment, prevent accidents and ensure the necessary training and protective equipment. Everyone contributes to workplace safety and reports hazardous situations. We prioritise the protection of life and health over performance pressures. We pay attention to both physical and mental well-being and promote a healthy work-life balance. We do not tolerate bullying, humiliation, intimidation or harassment.

Respect Human and Labour Rights
We respect human dignity, the Universal Declaration of Human Rights, and the fundamental principles and rights at work established by the International Labour Organization. We prohibit child labour and forced labour. We protect young workers and comply with regulations governing remuneration, working hours and rest periods. We ensure equal opportunities and do not tolerate discrimination. We respect freedom of association, the right to elect employee representatives and the right to collective bargaining without discrimination or disadvantage. We expect these principles to be upheld throughout our supply chain.

Develop Employee Potential
We invest in our employees' professional knowledge and skills, pass on craftsmanship expertise and create opportunities for professional and personal development. We encourage collaboration across teams, listen to suggestions and foster open communication. We value our connection to Bystřice pod Hostýnem and actively engage with the region and local community.

Act with Integrity and Protect Whistleblowers
We act with respect and provide truthful, clear and verifiable information, including claims relating to sustainability. We maintain accurate and reliable records of our activities. We protect personal data, confidential information and the intellectual property of both our company and our partners. We encourage the reporting of suspected unethical or unlawful conduct, protect confidentiality and do not tolerate retaliation against individuals who had reasonable grounds to believe that the information they reported was true. We investigate reports impartially.

Reject Corruption and Conflicts of Interest
We comply with applicable laws and regulations and maintain zero tolerance for corruption, bribery and fraud. We neither offer nor accept improper advantages. We do not give or accept gifts that influence or could influence business or other decisions. Gifts to employees, partners and charitable organisations are provided without any expectation of something in return. We handle unsolicited gifts transparently, for the benefit of employees or charitable causes, without granting personal advantages to decision-makers or creating obligations towards the donor. We promptly disclose any potential conflicts between personal and professional interests. We respect fair competition, do not engage in price-fixing or market-sharing agreements with competitors, and do not abuse our market position.

Cooperate with Responsible Suppliers
We expect our suppliers and service providers to comply with applicable laws and the principles of this Code relevant to their activities. We require confirmation that they have familiarised themselves with the Code and respect its principles. We expect them to communicate corresponding requirements to subcontractors involved in fulfilling obligations for Ton, provide accurate documentation regarding the origin and compliance of materials, and cooperate in proportionate, risk-based verification processes. Where shortcomings are identified, we require corrective action. Serious violations or refusal to take corrective action may result in restrictions on or termination of cooperation, in accordance with the agreed contractual terms.

Manage Responsibly and Verify Compliance
We manage our company transparently, with the aim of creating long-term value for shareholders while respecting people, partners, the region and nature. We are responsible for ensuring compliance with this Code, familiarising employees with its principles and applying them in business relationships. We verify the fulfilment of our commitments through appropriate controls and audits, using the findings to implement corrective measures and drive continuous improvement. This Code complements our management systems for quality, environmental protection and certified wood sourcing.

Ing. Milan Dostalík

Digitálně podepsal Ing. Milan Dostalík
Datum: 2026.11.19 23:47:41 +01'00'

Ton

Handcrafted for generations | info@ton.eu | ton.eu

TON a.s., Michaela Thoneta 148, 768 61 Bystřice pod Hostýnem, Czech Republic