

## Code of Conduct

The Board of Directors of the company INELSEV Group a.s. publishes this CODE OF CONDUCT for the purpose of assignment and declaration of common principles and values applicable for all employees of the company and any affiliates (hereinafter as INELSEV Group), as well as other affected persons, sub-suppliers and other persons and entities in similar position. The reason of publishing this company guideline herein is to provide the employees, as well as other affected persons, with practices, guides and instructions how to properly solve particular complex or difficult ethical and moral situations and thus to avoid any activities that would be in conflict with principles and objectives which the company pursues and promotes.

### **Basic Ethical Values of Employees and Other Affected Persons**

Each employee of INELSEV Group should contribute to Group prosperity upon following basic ethical social values, moral principles and human dignity, should take care of company good reputation and be loyal to the Group as well as to its management which represents it. Creating pleasant working environment and consistent team able to generate quality team work constitute high value added and welcome instrument on the way leading to trustful and well-established company. We balance our short term and long term interests and with respect to business decisions we consider economic aspects, work safety and protection of occupational health, protection of property and the Environment and other social aspects to keep sustainable development.

### **Corruption**

Honesty, fairness, integrity, moral and transparency in all our activities are basic company values. We strictly deny any forms and types of bribery and corruption. We undertake to act professionally, fairly and with integrity in all our business and personal relations wherever we provide works. Our employees perform their works in compliance with the Constitution of Czech Republic, the Acts, other legal and statutory regulations, and internal standards and guidelines of the Group. Keeping legality at making decisions and fair approach to all physical and legal entities are basic ethical principles that each employee in the Group is obliged to follow and thus create a solid base for building and sustaining trust.

### **Human Resources Management**

We guarantee fair approach toward each employee in the meaning of The Universal Declaration of Human Rights. Each employee has right for fair opportunities. We emphasize professional and personal development of employees and loyalty. All and any activities performed within the Group needs to be in compliance with international rules for keeping human rights and freedoms. We promote and support professional and competent development of our staff to reach targets and objectives in all companies in the Group. We also emphasize compliance with regulations and standards for personal data protection.

### **Compliance with Competition Rules and Principles**

Employees of the Group as well as persons acting on behalf of the Group may not commit any unfair trade or illegal practices that are in violence with competition rules or even may be a subject of criminal prosecution. It includes particularly, but not limited to, agreed procedures with other competitors and tender participants, negotiations impairing or restricting other competitors, and any other procedures being in conflict with fair business relationships. Any such practices are strictly forbidden.

### **Customer Relations and Business Partner Relations**

Customer satisfaction is our highest priority. Our customers have right to expect reliability, high quality of products and services as well as professional and competent advice and consultations. We perform all obligations toward our customers on the highest level. We do not abuse customer trust or any appropriate lack of knowledge or experience. In the interest of our customers we provide audits, adopt remedy and preventive measures and continuously use their experience to identify organizational or technical lacks and insufficiencies and to eliminate unprofessional behaviour. When selecting suppliers and other partners for cooperation we comply with valid legislative and internal regulations and also market principles whereas all processes are always fully transparent.

### **Work Safety and Protection of the Environment**

We clearly present our policy and activities in work safety and security, protection of occupational health and the Environment to our employees as well as wide public. The relevant competent authorities and institutions are always notified of any breach of regulation or any accident or incident.

This Code of Conduct is obligatory and applies to all employees of INELSEV Group. Each employee must be familiar with the Code of Conduct and is obliged to follow the rules stated herein, to act and negotiate in compliance with company values and basic principles stated herein. Compliance with the Code of Conduct is our basic obligation.

In case of any breach of this Code of Conduct, please, contact the Personal Director of INELSEV Group a.s.