

## CODE OF ETHICS

The OMNIPOL a. s. Code of Ethics is a set of core values and attitudes that all company representatives and employees ascribe to. It sets standards of behaviour, promotes the fulfilment of the company's vision and goals and reinforces its reputation. It also presents the principles of dynamic, modern, honest and responsible business.

### 1. Responsibility and protection of reputation

The company's management and all employees are accountable for their actions, decisions and selected work procedures. They are fully aware of their individual competencies and advocate the rules of business ethics and pay heed to their professional honour.

### 2. We strictly comply with the provisions of all applicable laws and regulations

OMNIPOL a. s., its subsidiaries and its representatives abroad comply with the legal standards and regulations in force in the countries where they are based or where they do business. They adhere to the highest possible ethical standards and try to prevent dishonest behaviour by all their employees, associates and partners.

### 3. We encourage fair competition in the market

OMNIPOL a. s. strongly supports fair competition in the world – regardless of national competition rules. OMNIPOL a. s. itself complies with all regulations regarding competition and also demands the same from its subsidiaries. Healthy competition in the market is essential for the development of industry, as well as for the benefit of the customers and owners of companies.

### 4. We value the environment

OMNIPOL a. s. pays attention to environmental matters. It wants to be involved in building an environmentally friendly base position for better quality of life and protection and preservation of the environment. OMNIPOL's activities comply with generally accepted environmental protection rules and often exceed legal requirements. OMNIPOL a. s. is constantly trying to improve the properties of the products it trades in and it is committed to reducing the impact that the company has on the environment. All employees are responsible for the company's activities in environmental policy. OMNIPOL a. s. believes that environmental behaviour improves the daily life of the society that we live in. That is why it supports environmental projects and activities that conform to environmental standards.



## **5. We treat our customers and suppliers fairly**

OMNIPOL a. s. aims to have a long-term partnership with both its suppliers and its customers. It provides its partners with clear demands and constructive feedback, as well as support and assistance. We take care of our suppliers and customers in professional and ethical issues and fulfil our commitments and contracts on time. We want to share our success with our colleagues and to increase the profits for all stakeholders.

## **6. We work with subcontractors and suppliers that meet international standards of ethical conduct and are interested in long-term sustainable development**

OMNIPOL a. s. pays particular attention to ethical and environmental issues when selecting suppliers. We monitor and encourage our current suppliers to meet the requirements regarding international human rights and environmental laws and procedures.

## **7. We value our employees and guarantee a safe working environment**

OMNIPOL's main value is "fair play" which is evident in all our businesses, whether it applies to employees, suppliers or customers. In addition, OMNIPOL a. s. recognises employees' right to assembly, freedom of association, collective bargaining and a safe working environment.

OMNIPOL a. s. is opposed to any kind of child or forced labour in any stage of the supply process. It can provide assurance that all safety measures are up-to-date and it is committed to constantly improving them.

OMNIPOL a. s. recognises the value of diversity, teamwork, fair remuneration, innovation, work health and safety, environmental awareness, and community involvement and it endeavours to contribute in this area for the benefit of society and its stakeholders.

## **8. We encourage our employees' professional and personal growth**

OMNIPOL a. s. continually invests in the professional and personal education and growth of its employees so that they use all their abilities. This is achieved through in-house training or external professional and personal development programmes. In addition, OMNIPOL a. s. encourages its employees to take an active approach to their work which can be seen in the increased work capacity and the good feeling they have from their work.

## **9. We respect human rights and maintain high moral standards in all our activities**

We behave towards people fairly and treat them as equals regardless of their ethnic origin, nationality, religion or belief, political opinion, gender, sexual orientation, wealth, health, disability or age. OMNIPOL a. s. recognises human rights and condemns discrimination and intolerance in all its forms.

## **10. Anti-corruption principles**

All employees of the company and its subsidiaries and associates recognise anti-corruption principles, adhere to the highest possible ethical standards and reject dishonest behaviour, whether it apply to authorities, institutions, partners or private individuals.



OMNIPOL a. s. employees must completely avoid any action that could cause a breach of ethical conduct rules or legislation. The use of the company's financial resources, its property or employees for any unlawful or unethical reason is prohibited.

Employees are prohibited from directly or indirectly promising or offering anything of value to state officials or third parties on behalf of OMNIPOL a. s. This ban applies in all circumstances, except for promotional gifts of negligible value given as a matter of courtesy. Such gifts generally contain the OMNIPOL a. s. logo. Other gifts or valuables may not be provided in order to influence the action or decisions of persons in their official work capacities.

An essential part of creating an anti-corruption environment is the promotion of anti-corruption attitudes by executives and employee education in the prevention of corruption. Education takes the form of training, seminars and other awareness raising events.

Employee conduct which would be in violation of these principles will be treated as a breach of the legal obligations regarding the performance of work and will be grounds for dismissal or immediate termination of employment.

Transparency of the environment in our company enabling public scrutiny of the management of the company is done by meeting the relevant legal obligations regarding the disclosure of documents.

## **11. We agree with multinational standards**

OMNIPOL a. s. agrees with the Declaration of Human Rights (United Nations' Universal Declaration of Human Rights), the International Labour Organization's Declaration (The International Labour Organization's Declaration on Fundamental Principles and Right at Work) and the OECD Guidelines for Multinational Enterprises (The OECD Guidelines for Multinational Enterprises).

## **12. Final provisions of the Code of Ethics**

The Code of Ethics is a corporate document of strategic importance. It represents the set of ethical principles, standards and rules that are binding for each company employee regardless of what function they perform, as well as for anyone who acts on behalf of the company.

While the Code of Ethics is not a generally binding legal regulation, in its content and purpose it complements our wide range of internal regulations.

Company employees accept and respect the Code of Ethics as one of their moral obligations. They realise that by accepting it they are not only significantly contributing to the development of interpersonal relations within the company but also the development of relations with current and potential customers, domestic and foreign business partners and, last but not least, the development of relations with the general public.

The company's entire work team realises that the fundamental values that each employee should honour and help create are responsibility, professionalism and quality.

In accordance with the development of the company's prosperity every effort is made to ensure customers' maximum satisfaction with our quality of work, delivery times and level of mutual cooperation. All in the spirit of the principles of our Code.