

# CODE OF CONDUCT

Management of joint stock company ORGREZ understands that they are responsible for the prosperity of the Company and importance of the relationship between the internal processes and quality of the final product and services and they undertake to observe the following Code of Conduct:

## 1. Fair Competition

Orgrez observes the laws and standards in force and does not enter into any agreements which might interfere with fair competition. Orgrez continuously monitors and reacts in real life to the system of law and ethical standards in the countries where Orgrez carries on business or intends to operate. Orgrez respects the relevant laws and regulations and proactively prevents any suspicion of any incorrectness.

## 2. Loyalty and Conflict of Interest

Orgrez handles all the information with care, protects trade secrets and other confidential information belonging to Orgrez and third parties. Company employees keep confidential all the confidential and/or non-public information they have learned during their work with the company.

## 3. Guarantee of Equal Approach

Relationships in the Company are based on the respect of the other and respect of the fundamental human rights expressed by the Universal Declaration of Human Rights. Orgrez does not tolerate discrimination in any form and, at the same time, guarantees equal opportunities for all people irrespective of their sex, age, colour of complexion, ethnicity, nationality, denomination, sexual orientation and/or other differing features. Harassment and/or discrimination are absolutely inadmissible. The Company is forthcoming namely in respect of the disabled, seriously ill, seniors and families with children.

## 4. Child Labour, Forced or Involuntary Labour

Orgrez respects the right of the children to development and education and therefore, the use of child labour shall not be accepted. At the same time, the forced and/or involuntary labour performed by employees against their will and/or decision shall not be tolerated.

## 5. Working Environment and Safety

Orgrez supports the fundamental human right to good working conditions and provides harmless and safe working environment for its employees complying with all the valid regulations and laws. Thus, the employees are not exposed to dangerous work without being properly protected; they are equipped with the PPE and instructed how to use them properly.

## 6. Relationships with Suppliers and Customers

Orgrez seeks harmony between the customer's requirements and Company's services. The business partner is always given full, true and undistorted information which is the subject of the business negotiations. Terms of the business relationship are transparent and clear for both the parties.

The Company does not tolerate any form of direct or indirect bribery or corruption. Orgrez does not accept and does not provide any extraordinary advantages or incentives of any kind. Accepting and/or requesting bribes and/or their intermediation for somebody else and any other activity supporting and/or tolerating the origin of the corruptive environment is absolutely inadmissible.

Observance of the Code of Conduct approved by the Company management is binding for all the employees of ORGREZ, a.s.. Head employees on all the managerial levels shall be responsible for its observance.

In Brno, on: 30/07/2019

Ing. Jiří Jedlička  
CEO