

- › We adhere to all legal and ethical norms, including antitrust laws, and criminal conduct is not acceptable in our practices.
- › Our actions foster trust and enhance the collective reputation; we avoid any behaviour that could harm the standing of the holding.
- › We uphold the principle of equality, honour human rights, and respect diversity in its many forms, from physical to cultural, ethnic, and religious.
- › Any form of violence, menacing behaviour, coercion, harassment, or other forms of unacceptable conduct are not permitted.
- › We cultivate an atmosphere of mutual respect, truthfulness, dependability, and ethical integrity.
- › Environmental conservation is key; we are committed to minimising resource waste, cutting down on energy use in our operations, and reducing waste generation.
- › We protect our health and the health of our colleagues; we follow the principles of work safety.
- › We do not use addictive substances at work.
- › We are vigilant in preserving personal and sensitive company information.
- › We handle funds in accordance with legislation, with accurate record-keeping and archiving practices in place.
- › Our business associations are chosen based on their ethical conduct.
- › We strictly avoid purchasing materials or products that are the result of child labour.
- › We operate collaboratively, with companies within our group working together rather than in competition, mirroring the cooperative spirit among employees.
- › We steer clear of any potential conflicts of interest.
- › We do not accept or provide gifts or favours that could be perceived as a bribe.
- › We are careful to prevent any overlap or conflict between personal interests and those of the holding.
- › We protect the assets and property interests of the holding company and third parties.
- › Relevant workplace information is shared responsibly with team members, and personal data is handled with care and legal compliance.
- › Information provided by us is accurate and honest.
- › We strictly follow the BR Group's Code of Ethics and report any violations through the appropriate internal whistleblowing channels.
- › Senior staff members and statutory bodies ensure all employees are well informed about the BR Group Code of Ethics, regularly monitor adherence to it, and implement effective remedies when violations occur.

The full version of the Code of Ethics of the BR Group and its companies is available at [www.brgroup.cz](http://www.brgroup.cz)