

## CODE OF BUSINESS ETHICS

Our Code of Business Ethics sets out the values and rules of conduct that we expect from each other and that are required in our stakeholder relationships. We must comply with it regardless of where we operate and under what economic circumstances. It overrides any business-level policy or procedure. It affects everyone at every level. The policy is that no one will be retaliated against for reporting in good faith any practices that may violate this Code of Business Conduct.

**RESPONSIBLE BUSINESS CONDUCT.** We are committed to communicating value and building long-term relationships based on mutual trust with our business partners while achieving profitable, sustainable company growth. We collaborate with our business partners and bring value and added value to them through our expertise and behavior. We expect our business partners to continue to do business on a fair and ethical basis and to follow sustainable procurement practices.

**ECONOMIC COMPETITION.** We compete honestly and fairly for orders from our clients. We are committed to complying with all competition and antitrust rules and regulations. We do not discuss, provide or exchange with competitors prices, conditions and other activities that may affect the competition.

**BRIBERY AND CORRUPTION.** We win orders based on the value we bring to our customers. It is prohibited to promise or obtain an advantage. Tolerating bribery and corruption is unacceptable business behavior.

**CONFLICT OF INTERESTS.** IT IS forbidden to act contrary to the interests of the company or to act in such a way that the considerable goodwill of the company is affected. Business based on business principles must be valued and not for personal relationship or personal gain.

**CONFIDENTIAL INFORMATION.** We securely store confidential business records, including their backups. Information is considered confidential if it is also defined by law or contract.

**BUSINESS AND FINANCIAL INFORMATION.** Creating information related to the company and business partners so that it is accurate, transparent and in compliance with regulations and contracts.

**POLITICAL ACTIVITY.** We do not support political parties. We do not make any monetary or non-monetary contributions to political parties directly or through intermediary organizations.

**INTELLECTUAL PROPERTY.** We have ensured the validity of all intellectual property rights in the form of trademarks and utility models. We respect the intellectual property rights of business partners and competitors.

**PRIVACY.** Personal data processed as part of business or in accordance with the GDPR.

**SOCIAL RESPONSIBILITY.** For us, doing business means achieving environmental benefits that respect social values, value people and community, and protect the environment.



**HUMAN RIGHTS AND WORKING CONDITIONS.** We respect human rights, the equality of people is a fundamental characteristic of the company culture. We all have the right to equal opportunities, to be treated fairly with respect and courtesy, and we have a duty to treat others accordingly.

**ENVIRONMENT.** We minimize the negative impact of our activities on the environment, e.g. by complying with environmental protection regulations, we prioritize the use of materials that can be recycled after the end of their useful life, we propose technologies for the construction of energy-saving passive houses. We manage these processes in accordance with applicable legislation and the ISO 14001 standard.

**HEALTH AND SAFETY AT WORK:** We take care of people's health and ensure a safe working environment. We manage these processes in accordance with applicable legislation and the ISO 45001 standard.

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Ing. Ivan Khandl  
General Director of IN VEST s.r.o.