

# Code of Conduct and Behaviour

The Code of Conduct and Behaviour is applicable to the company WAREX, spol. s r.o. and is binding on all employees.

It sets out the basic principles of behaviour of the employees of WAREX spol. s r.o.

## **Our key principles:**

- satisfied customer
- compliance with agreements
- honesty and correctness
- respect and responsibility
- environmental sustainability

## **Respect**

We show respect in dealing with all people.

## **Responsibility**

Each individual's conduct and behaviour contribute to the image of the company WAREX spol. s r.o. Each employee makes sure to comply with applicable legal regulations and not to damage the reputation of WAREX spol. s r.o.

## **Receptiveness**

We listen to our customers, employees and everyone we deal with. We find out their needs and strive to satisfy them to the best of our ability.

## **Equality**

We guarantee equal opportunities and equal treatment regardless of ethnic origin, skin colour, gender, religion, sexual orientation, social origin or political stance provided that it consists in tolerance and respect for others.

## **Result**

We strive to meet our goals within the deadlines and in accordance with the assignment, quality and costs. We focus on specific goals and continuous improvement.

## **Safety**

We make sure to meet all legal requirements for health and safety at work. Each employee abides by occupational health and safety regulations.

## **Environment**

We respect and protect the environment. We apply the principles of sustainable development. We use resources efficiently, reduce emissions and optimize our processes. We abide by environmental regulations.

## **Fair competition**

We support fair competition in the market (e.g. prohibition of unfair competition, cartel agreements and unfair business practices). Our employees avoid any form of unlawful coercion or bribery.

## **Data protection**

We collect and process personal data in accordance with the law. All data about customers, business partners and employees are subject to confidentiality.

## **Assets**

Each employee may use the company's assets for business purposes only unless otherwise stated. Employees are obliged to protect the assets from loss and damage.