

CODE OF ETHICS OF COBAP s.r.o.

The Code of Ethics of COBAP s.r.o. defines the principles and rules of ethical conduct of the Company and employees in their day-to-day activities. These are standards based on the values and principles applied in the Company, both in interactions among employees and in contact with costumers and business partners.

All employees of the Company, including those who are employed under an agreement to perform work outside employment and all of the Company's cooperating parties, must comply with the principles and requirements set forth in this Code. In the event of non-compliance with the Code of Ethics, the relevant employee is notified of the unacceptability of his/her behavior while informing his/her superior or statutory representative of the Company. Failure to comply with the principles and requirements of this Code of Ethics is considered as a serious violation and may have consequences.

The principles we set for our business:

1. Complying with the laws of our country and all the countries in which we operate

- We comply with the laws of the Czech Republic, the Slovak Republic and all the countries in which we operate
- We regularly monitor the legislation and promptly respond to any change

2. Acting in the interest of the Company and its good reputation

- We comply with the rules on competition, promote transparent and fair dealings
- We do not tolerate any form of corruption and bribery
- We do not allow the possibility of conflict of personal interests with the interest of the Company
- We take timely and quality fulfillment of costumers requirements and needs for granted
- We are particular about a highly professional approach and dynamic adaptation to market needs
- We do not provide or accept any payments or rewards that would be contrary to the law

3. Health and safety

- We place an emphasis on a safe and healthy working environment and constantly strive to improve it
- We are not indifferent to our surroundings and behave considerably towards everyone around us

4. Respect and trust towards superiors and colleagues

- Dignified and decent treatment, mutual tolerance and respect are our priority
- We are committed to respect for human rights, do not tolerate discrimination or any form of harassment
- We promote fair working conditions and equal opportunities for all

5. Privacy policy

- The processing and protection of personal data are in accordance with both the provisions of Czech legal regulations (Personal Data Protection Act No. 101/2000 Coll.) and European legislation (Regulation (EU) 2016/679 of the European Parliament and of the Council).

6. Confidential information

- We treat any information coming into our company in a highly confidential manner
- We maintain confidentiality about internal business, technical or manufacturing information of the Company

7. Company assets

- We use the assets of the Company responsibly and protect it from damage, theft, loss or misuse
- We take diligent care to protect the intellectual property and trade secrets of the Company

8. Environmental considerations

- We strive to minimize the negative impacts of our business activities on the environment, we work in accordance with the ISO 14001 certificate

