

CODE OF ETHICS

I. Preamble

The company AJKA-SOLUTION s.r.o. undertakes to comply with ethical principles and standards and to ensure compliance of its activities with the legislation of the Czech Republic.


The Code of Ethics is binding for all employees of the company and its external collaborators, and its observance is based on the company's philosophy and perception of the seriousness of the entire company.

II. Main provisions

1. I will always ensure that all the activities I carry out are carried out in accordance with the applicable legislation.
2. I undertake to avoid activities that could lead to a conflict of interest and will not provide or offer bribes or other illegal payments to a third party for the purpose of obtaining or maintaining a business relationship or undue advantage.
3. I have the customer and his needs in the first place, his satisfaction is more important than immediate profit. I am polite to him at all times. Any restriction of customer rights due to nationality, social status, etc. is not allowed.
4. It is prohibited to accept benefits from third parties who are business partners of the company or seek to become them. Business dinners and similar meetings must not exceed the level appropriate to the position of the employee of the company and the importance of the matter to be discussed, and must be approved by a superior. A foreign person who attempts to corrupt must be immediately notified of the unacceptability of such conduct, and if he does not respect it, all business contacts with him must be cut off.
5. I shall ensure that there is no discrimination between employees on grounds of race, color, religion, sex, nationality, age, marital status, political affiliation or disability.
6. It is strictly forbidden to abuse the working position for one's own personal interests or the interests of third parties, to misuse information, things, equipment and know-how of the company for one's own private use.
7. I always strictly respect and abide by the duty of confidentiality, both about internal matters and about the information and facts that I learn in the course of my activities with customers. It is strictly forbidden to misuse confidential information obtained at work for one's own business. All information that is not officially disclosed by the company is considered confidential.

These principles are binding on all employees of the company and other persons who work for the company, from the moment they became acquainted with them or should have become acquainted with them.

/continuation

| | Date | Name | Job function | Signature |
|---------------------|-------------|--------------------|--------------------|---|
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| Approved by: | 1.1. 2020 | Aleš Kuboušek | CEO | |

| Overview of revisions and changes | | | | | |
|-----------------------------------|------------------------|----------------------------|------|-----------|------------------|
| No. | Description of changes | He incorporated the change | | | Signature of CEO |
| | | Date | Name | Signature | |
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