

CODE OF ETHICS

The company's management has established this Code of Ethics, which represents the principles of modern, dynamic, honest and responsible business, with the aim of defining the basic elements of the company's operations, setting standards and values of conduct for all company employees and eliminating activities that could have a negative impact on the good name of ESB Rozvaděče, a.s., customers or suppliers. ESB Rozvaděče, a.s. undertakes to adhere to these principles in the following areas:

Legislation

- The company ensures that its employees and partners comply with the requirements of applicable laws and related regulations.
- The company undertakes to behave as a responsible entity in relation to the state, the region and society as a whole, and to provide them with accurate and timely information.

Customers and business partners

- The goal is to build long-term business relationships based on mutual trust, honesty, a fair approach and the satisfaction of our customers' needs and interests.
- We do not prioritise the interests of one client over those of another and adhere to the principle of equal treatment.
- We provide clients with truthful, accurate, up-to-date and complete information about the services we offer and do not engage in unfair business practices that could in any way harm the customer.
- The company does not abuse its position in the market and undertakes to create equal conditions for all business partners and to comply with the terms and conditions set out in contracts.

Working environment

- Every employee is treated with respect and dignity.
- We emphasise occupational safety and the elimination of negative health effects on employees.
- We support the personal development of employees, their education, the use of new technologies for work and the creation of a pleasant working environment for everyone
- All relationships within the company, i.e. relationships with employees, between employees, and between superiors and subordinates, should be based on mutual trust, enabling the unhindered exchange of information, regardless of job position.
- Any use of abusive language, slander, humiliation, discrimination, violence, psychological or physical harassment is prohibited.
- We do not tolerate any form of forced, compulsory or child labour, nor will we force any of our employees to behave in a manner contrary to these rules.

Value system of company employees

- Respect, esteem, discipline and mutual trust.
- professionalism, competence, creativity and independence in solving assigned tasks
- loyalty to the company and customers
- efficiency and effectiveness, i.e. doing the right things in the right way

Whistleblowing

- The company undertakes to maintain a functional internal system for reporting inappropriate behaviour or fraud in accordance with the requirements of the EU Directive. The company undertakes to ensure the safety of whistleblowers and to enable them to submit reports anonymously. The company recognises the preventive effect of introducing an internal reporting system, which deters illegal or unfair conduct.

Environmental protection

- The company and its employees undertake to protect the environment in all their activities. Employees are obliged to immediately notify the company's management of any activities that threaten the environment.

In Brno on 1 July 2023



Alois Kaňa
Chief Executive Officer