

CODE OF ETHICS OF VISGROUP s.r.o.

The Code of Ethics of VISGROUP s.r.o. sets out the principles and rules of ethical conduct for the company and its employees in their daily activities. These are standards based on the values and principles applied within the company, both in mutual contact between employees and in contact with customers and business partners.

The principles and requirements set out in this code must be observed by all employees of the company, including those employed under an agreement and all company collaborators. In the event of non-compliance with the Code of Ethics, the relevant employee is warned of the unacceptability of their behaviour and the superior, or the statutory representative of the company, is informed. Non-compliance with the principles and requirements of this Code of Ethics is considered a serious breach and may result in consequences.

Principles we have set for our business:

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

We comply with the laws of the Czech Republic, the Slovak Republic, and all countries in which we operate. We regularly monitor the legal system and promptly respond to any changes.

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

We adhere to competition rules, promote transparent and fair conduct. We do not tolerate any form of corruption or bribery. We do not allow the possibility of conflicts of personal interests with the interests of the company. Timely and quality fulfilment of customer requirements and needs is a matter of course for us. We pride ourselves on 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 emphasize a safe and healthy working environment and constantly strive to improve it. We are not indifferent to our surroundings and behave considerately towards everyone around us.

4. Respect and trust towards superiors and colleagues

Dignified and decent treatment, mutual tolerance, and respect are our priorities. We ensure compliance with human rights, do not tolerate discrimination, or any form of harassment. We promote fair working conditions and equal opportunities for all.

5. Protection of personal data

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 information coming into the company as highly confidential. We maintain confidentiality about internal company information of a commercial, technical, or production nature.

7. Company property

We use company property responsibly and protect it from damage, theft, loss, or misuse. We carefully protect the company's intellectual property and trade secrets.

8. Environmental consideration

We strive to minimize the negative impacts of our business activities on the environment.

