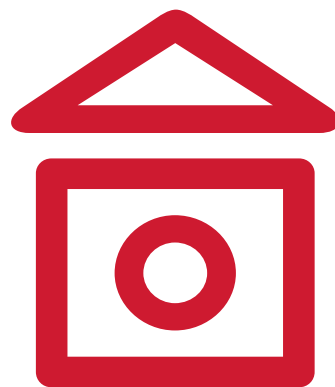




CODE OF BUSINESS CONDUCT



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”
Our vision

Strengthened by our ideas, we influence modern trends of the society and build the world reinforcing it for future generations. Supported by our reliable products and solutions, we continuously tend to improve the quality of life.

”
Our mission

Always listening carefully to the surroundings, we create innovative, reliable and practical solutions that suite every specific need of our clients and end users around the world. By the implementation of high business standards, we nourish security and integrity of our employees, clients, associates.

**WE BUILD
TRUST**

Who are we?

Peštan is a private company that has provided more than 8.500 solutions for better functioning of living and business space for consumers worldwide for the last 30 years.

Business policy and business principles of Peštan

- We adhere to the safety standards of Peštan;
- We provide fair working conditions for all employees of Peštan;
- We are dedicated to the provision of equal possibilities for all employees;
- We are dedicated to the respect and protection of human rights in our business activites;
- We add lasting value by the provision of safe, sustainable and innovative products and system solutions;
- We build honest and long-term relationships with our providers, buyers and business partners;
- We promote integrity and ethical business practice in all activities of the Company, in compliance with applicable laws and regulations;
- We are dedicated to free and fair competition;
- We are accurate and sincere in our business operations and all forms of communication;
- We tend to ecologically acceptable production and ecologically safe products and solutions;
- Social responsibility and relationship with the local community are important to us in all countries in which we operate;
- All employees of Peštan are responsible for the protection of property and information regarding the Company from the loss, theft or misuse;
- Protection of privacy and personal information is very important to us and we take it very seriously in our business activities/relations;
- All employees are expected to make business decisions in the best interest of Peštan, and not based on their personal interest.



CODE OF BUSINESS CONDUCT



What is the Code of Business Conduct?

The Code of Business Conduct is the manifestation of dedication on the part of Peštan to conduct the business operations according to the highest standards of business ethics.

This document is based on both the business principles of Peštan and relevant legislation regulating the Company's business.

The Code is conceived as a guidance for the owners, the management, the employees and the partners of Peštan in recognition and settlement of potential ethical issues that may arise in their daily activities.

Who is the Code of Business Conduct intended for?

The Company's Code of Business Conduct applies to all employees of Peštan. The principles implied in the Code have been created so as to ensure mutual understanding as well as high standards of ethics and respect in business operations. Both the employees and the business partners are obliged to familiarize with the Code of Business Conduct and adhere to its rules.

Who is the Code of Business Conduct intended for?

The Code is not a mere list of procedures that must be taken into consideration at every moment. This document requires from all of us to estimate situations and take responsibility for our actions. We believe in our ability to make proper decisions, based on the principles stated in this Code.

Owners and managers have the responsibility not only to respect the Code but also to nourish the business culture that supports its principles. All managers should be perfectly familiar with the Code and the additional business policies and by their own example encourage the employees to adhere to the Code and business policies of Peštan.

Employees are expected to ask questions – to themselves, colleagues and superior officers. Should you suspect that something related to daily working routine is not in accordance with business policies or ethics, our legal and human resources teams are at your disposal for discussion and explanation.

It should be pointed out that this document may not include all potential situations that employees may encounter during work or outside of working hours.

We wish to encourage both the employees and the business partners to report potential misdemeanour or infringement of the Code of Business Conduct.

Contact

Legal and Human Resources Department



Peštan je posvećen visokim standardima integriteta i održivosti i nema tolerancije za neetičko poslovno ponašanje. Očekujemo od svih naših poslovnih partnera da se pridržavaju poslovne politike Peštana i ohrabrujemo ih da posluju etički. Zbog toga, pozivamo zaposlene da Kodeks ponašanja predstave i svim poslovnim partnerima.

It is important to say that something is not alright

Peštan encourages the employees and business partners to report every potential infringement of compliance or suspicion of infringement of the Code of Business Conduct. It is very important to say that something is not alright and thus prevent further infringement of Peštan's business policy.



Contact

Legal and Human Resources Department

Why is the Code of Business Conduct applied?

Peštan has a long tradition of successful business operations and represents a trustworthy company. The trust that business partners, buyers, consumers and local community have in Peštan obliges us to obey ethics in our daily work.

What is expected from the employees?

If you notice an irregularity in your daily work, you should first ask yourself:

- Do I adhere to basic principles of the Peštan's business operations by this conduct?
- Is my conduct legal and do I have necessary authorizations for it?
- Do I fully understand the risks that may arise as a result of my actions?
- If my colleagues, family and friends were aware of my conduct, would I continue to believe that I am doing the right thing?
- Am I ready to take the responsibility for my actions?
- Can I honestly defend the subject situation before senior officials or senior managers of the Company?
- Do I protect the Company's reputation by my conduct and actions?

If your answer is NO to any of the above questions, seek advice and guidance from senior officials or representative of the legal and human resources department.



**WE WORK
AND DO
GOOD**



Workplace discipline

We are obliged to come to work and meetings on time and not to leave the workplace unnecessarily and without notice.

In order to be as productive as possible, it is necessary that we should perform our duties responsibly, diligently and professionally. It is important to make efforts to settle all business situations in an appropriate manner, which is in accordance with the policy planned for this kind of duty.

In the case that due to temporary reduced ability, personal problems or any other reason we cannot respond to our working obligations, it is necessary that we should notify senior officials or authorized person that shall adjust the emergency situation to the needs of business..

Workplace tidiness

We take pride in our workplace by keeping it clean and tidy. To make the work easier for ourselves and colleagues, we are obliged to maintain cleanliness and order of the workplace. The hygiene of our working space is the reflection of our personal hygiene as well.

Appearance and behaviour at work

There are rules for the appearance that should be followed when we are at work regardless of gender, sexual or religious orientation.

The hygiene comes first. Although personal integrity of each employee is important to us and we respect it, overemphasized clothes or footwear or their parts (transparent, bright colours or print, too short or sleeveless), strong perfumes, striking makeup and nails, do not represent business looks.

We believe that business clothing makes everyone feel appropriate and focused on work in any business situation.

Employees who because of the nature of their work should wear uniform, have the obligation to keep it in good order and notify their senior officials if a physical damage or a personal change has occurred requiring the provision of a new one.

The majority of employees share the working space with the colleagues. Persons that are not the employees of Pešťan also visit the working premises of Pešťan. This obliges us not to talk too loudly or shout, listen to loud music, bang the doors, enter



It is forbidden to bring, keep or use any kind of weapons in the working premises.



Responsibility, integrity and respect are the values considered as specially important in the relationship with employees.

the rooms without knocking, take or inspect personal things that do not belong to us or the documents and equipment that is not assigned to us. We should not expose colleagues to private telephone calls or seek private information that they are not willing to share.

Cigarettes, alcohol, drugs and weapons

Consumption of cigarettes is forbidden in all production, warehouse and office premises, except at places specially intended and marked for this. We should by no means bring and consume alcoholic drinks at the workplace.

Coming to work under the influence of alcohol or drugs is strictly forbidden, because we care about our own and the safety of our colleagues at the workplace. Consumption of alcohol is allowed only on exceptional and representative occasions, with director's permission.

Communication and dialogue between the employees

The culture of open communication, consistent communication with employees and motivating working environment are the parts of our corporate culture.

Owners and managers are expected to create an open and dynamic corporate culture among employees. We address each other respecting all our differences.



What if...

One of my colleagues gives insulting remarks to another colleague. Do I say something?

Yes. If you think that this is not alright, ask the colleague to stop. If you wish, you may talk to senior officials or the human resources official.

We do not tolerate disrespectful behaviour or any form of harassment, or revenge against the employee reporting well-intentioned concerns.

Contact

Human resources officer



In a business telephone call always be professional, showing interest, polite and brief.



Document

Official memorandum

Business communication

First rule of making a business telephone call is to start with the introduction (company name, your name and surname). Do not let the telephone ring for too long, and if this happens, always apologize. Do not leave the message to be called back by a person whose service you need or to whom you wish to offer services or products.

Answer the business messages immediately or in the shortest possible time. Avoid private telephone calls, especially in the presence of persons that are not Peštan's employees. Make efforts to finish every official conversation in a friendly and positive tone.

Distribution of business letters and electronic mail

Use the company memorandum for business letters. *document – official memorandum Address the letter correctly – person's name, function performed and company. Undersign the letter or the electronic mail by full name and surname, function you perform in the company and full contact information. You should adjust your writing style to the topic and the person you are addressing. Do not write too long or technically complicated letters. Always check if there are any mistakes in the letters or messages. Respond to letters or emails immediately or in shortest possible time. If it is necessary that some other employee should be informed about the received or sent email, always forward the email to this person immediately or include them in the correspondence upon replying.



Health and safety at work

We believe that health, safety and well-being of our employees and stakeholders are the most important aspect of our business operations.

We are dedicated to the creation of safe and healthy working environments. We are aware that high health and safety standards require a continuous focus of management, supported by both financial and physical resources. Peštan's mode of operation always puts security first, followed by quality and productivity.

Safety at work is the obligation of all of us

We are all responsible for the safety. We shall not endanger the safety of employees and we always expect from employees to work obeying the regulations. All employees are expected to wear prescribed protection clothes and footwear during work and thus protect themselves from potential injury at work.

Prevention of accidents

We are convinced that accidents can be prevented. All employees have the responsibility to recognize dangerous situations and undertake measures to prevent accidents. All we do should be performed in a safe manner.

Recognition of risks

We recognize the need for the management of risks that can cause injuries, change the life of an employee or bring about serious consequences, even death.



Contact

Engineer for safety and health at work

We build safety culture by our own example. We are aware that our behaviour is a model for others and we are setting high standards. Therefore it is important that owners and the managers always set an example.

What if...

I see a colleague working without appropriate personal protection equipment?

Approach the colleague (if it is safe to do so) and express your concerns regarding safety. Find out if the colleague is aware of the work safety rules and seek help from senior officials if needed.

I cannot find information regarding a particular topic on health and safety?

Information concerning health and safety can be found in a variety of ways. It is best to address senior officials, who will provide you with guidance regarding the topic, or the occupational health and safety officer.

I have had an accident at the workplace. What do I do?

Peštan invites all employees to report on EVERY accident regardless of how serious it is. Accidents should be reported to the manager of the location on which the accident took place as soon as possible so that it could be prevented from repetition or expansion. The procedure of accident reporting should be followed in order to ensure its adjustment with standards and its classification.

I can see a dangerous situation in the production facility. What do I do?

Regardless of the position, we expect from all employees to undertake measures if they observe dangerous situations or they have concerns regarding safety. You should do everything you can to improve the situation and then report the problem so that permanent solution can be found. For example, if you spot a hose that blocks a path, remove it aside and report it to colleagues in the surroundings. Don't just pass by – a dangerous situation is an accident waiting to happen.

Protection of environment

Not only that we operate in accordance with all applicable environmental protection laws, but we often surpass ecological requirements and standards in order to ensure sustainable development of Pešťan. Our goal is adding ecological value to our business operations.

Precaution principle

We undertake initiatives for the promotion of bigger responsibilities for the environment such as energy efficiency, protection of climate and soil, as well as responsible use of water.

Reduction of environmental risks

Our goal is to reduce the harmful effects on the environment in our production processes. Responsible work on the locations, best possible use of resources and increased share of used secondary raw materials are the central principles of our production.

Social responsibility

As a successful international company, we bear important social responsibility at all the levels of our daily business operations.

Our relationship with the local community

Good relations based on trust not only with our fellow citizens, but also with the local authorities, associations and civil initiatives, are of essential importance for a stable production surroundings.

Communication and cooperation with governments of the countries in which Pešťan operates

We continuously cooperate with governments of the countries in which Pešťan operates with the aim to help in the creation of the state aid requirements for measures of renewal and construction of water supply and sewerage network. We are determined to deal with trends and development on individual markets and offer practical, sustainable and, above all, available solutions for application of our products to the decision makers.

Political contributions

We stand on the politically neutral position. With this in mind, we implement the policy of operating with no political donations or gifts. Our funds should not be used for donations and/or contribution to any political party or candidate at any level of authority in the country in which Pešťan operates.

We incline to the ecologically acceptable production and ecologically acceptable and safe products and solutions.



What if...

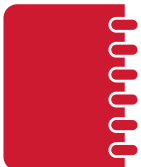
I saw a colleague throwing garbage to a place that is not intended for this. What do I do?

Talk to your colleague and offer your help in order to make sure that he or she knows the rules for proper disposal of garbage and direct him/her to the procedure or the occupational health and safety officer.



Contact

Engineer for safety and health at work



Document

PR PEE_810_01 Management of waste and dangerous substance 2017



**WE
RESPECT
HUMAN
RIGHTS**



Human rights

Within the sphere of our influence, we guarantee the protection of basic human rights. Peštan does not tolerate child or forced labour, or any form of discrimination.

Nourishing diversity

We are dedicated to providing equal opportunities for all employees.

We believe that working in teams achieve better results and contribute more to the success of the Company. Principles of Peštan allow equal rights and opportunities to all employees – from employment and training to career advancement – regardless of age, gender, cultural origin, religion, sexual orientation or other characteristics. We do not tolerate any kind of discrimination or harassment.

Prevention of workplace harassment

Harassment or misuse is absolutely not allowed in Peštan. Harassment may have multiple forms including verbal expressions, physical approach or visual exposure, and acts that are insulting, harmful for the reputation and discriminatory are considered to be within this domain. All forms of sexual harassment are also included in this domain.

Feedback information, remarks and criticism should always be directed in an appropriate manner and with respect.

If you believe that you are a victim of any form of harassment, abuse or mobbing, it is very important that you write down what happened (date, time, place, situation, witnesses) and save the evidence of any form of inappropriate behaviour (e.g. materials, written conversation, etc.). Also, explain to the person harassing you that such behaviour is not acceptable and that it must stop, pointing out that Peštan disapproves of any form of abuse and that such behaviour shall be strictly punished. If the person harassing you does not stop, do not hesitate to report the situation to senior official or to the human resources department, because it represents the infringement of the Code of Business Conduct.

We are dedicated to the respect and protection of human rights in all our business activities.

Unfair behaviour or unfair treatment (exclusion, limitations or giving priority) based on the above-mentioned differences is not allowed.

Peštan does not tolerate any form of physical, sexual, racist, psychological or verbal harassment, inappropriate or humiliating jokes, physical or verbal abuse, or any attempt of mobbing.

Contact

Legal and Human Resources Department



Do not forget that you can always seek support from senior officials or the human resources department.



Contact

Legal and Human Resources Department

Each piece of personal information – whether belonging to employees, clients or business partners – is treated as confidential and in compliance with the Law on Protection of Personal Information.

Privacy, data protection rules and internet safety

Protection of privacy and personal information is very important to us and we take it very seriously in all business activities/relations. Peštan obeys all relevant international and national laws regarding data protection and takes good care of the personal information concerning clients, employees and business partners. Collection of data is allowed only to the extent that is necessary for the smooth operation of business processes.

Protection of personal information

Personal information are all information that can be used for the identification of a physical person, directly or indirectly. Personal information include name and surname of employees, personal number, identification document number (personal card, passport, driver's license, health card, etc.), email address or telephone number.

Political activism and orientation

We respect personal and political attitudes of our employees. They should take care that their personal political attitudes do not affect the reputation of the Company, and when expressing their political views or when participating in such activities during their everyday life they have to state clearly that their attitudes or actions do not reflect the attitudes of the Company and that they do not talk in the name of Peštan. Unless explicitly approved by the owner and director of the Company, none of the employees must not participate in any political activity in the name of Peštan, or leave the expression of representing the attitudes of the Company.



**WE
PROTECT
COMPANY'S
INTEGRITY**



Safety and quality of Pešťan operations

We create continuing value by providing safe, sustainable and innovative products and system solutions. Creation of continuing value with the long-lasting and innovative construction and infrastructural solutions: this principle makes the starting point of Pešťan's product development.

We continuously work on the improvement of our products and system solutions in order to give a positive contribution to the environmental protection and at the same time to the life quality, by providing innovative and long-lasting products and system solutions that will satisfy the requirements of construction.

Our quality management system makes sure that the quality of our systems, processes and products are continuously supervised and improved. We always act in accordance with high standards of quality and safety of Pešťan products and we always strive for the improvement of the quality of our products and services. Also, we expect from our suppliers to satisfy these standards of quality and safety. *document

Protection of property, business information and Company's reputation

Our physical and intellectual property, information and communication technologies are our strategic resources. We expect from our employees to be aware that it is in their best interest to protect our property and the Company's good reputation.

Protection of equipment

Physical and electronic assets such as production facilities and equipment, materials, vehicles, mobile devices, computers and software, are provided by Pešťan. This is Company's property and each employee is personally responsible for its careful handling.

Employees are expected to use the Company's property exclusively with the aim of efficient performance of their job and the obligation to take care of it and act rationally while using it.

Equipment and other assets should be protected by employees from loss, damage or misuse.

All employees of Pešťan are responsible for the protection of property and information regarding the Company from loss, theft or misuse.



Pešťan's image considerably depends on the integrity of the industrial property rights.



Contact

Legal and Human Resources Department



Document

Employment rulebook - Obligation of confidentiality, Article 73.

Employees are not allowed to use the property of Pešťan for their personal purposes or give it to third parties without a special permission. Also, employees are not allowed to alienate or misappropriate the property, disregard the operating instructions or conceal the damage that arised from the use of Pešťan's property.

Protection of intellectual property rights

Success on all markets on which Pešťan operates derives to a great extent from the fact that the intellectual property rights used by the Company are adequately protected from interference or theft by third parties.

Unlawful use of the industrial property rights may cause confusion, loss of sale and income, financial liability and damage of reputation. If you have any dilemma or questions, please address senior officials or the legal and human resources department.

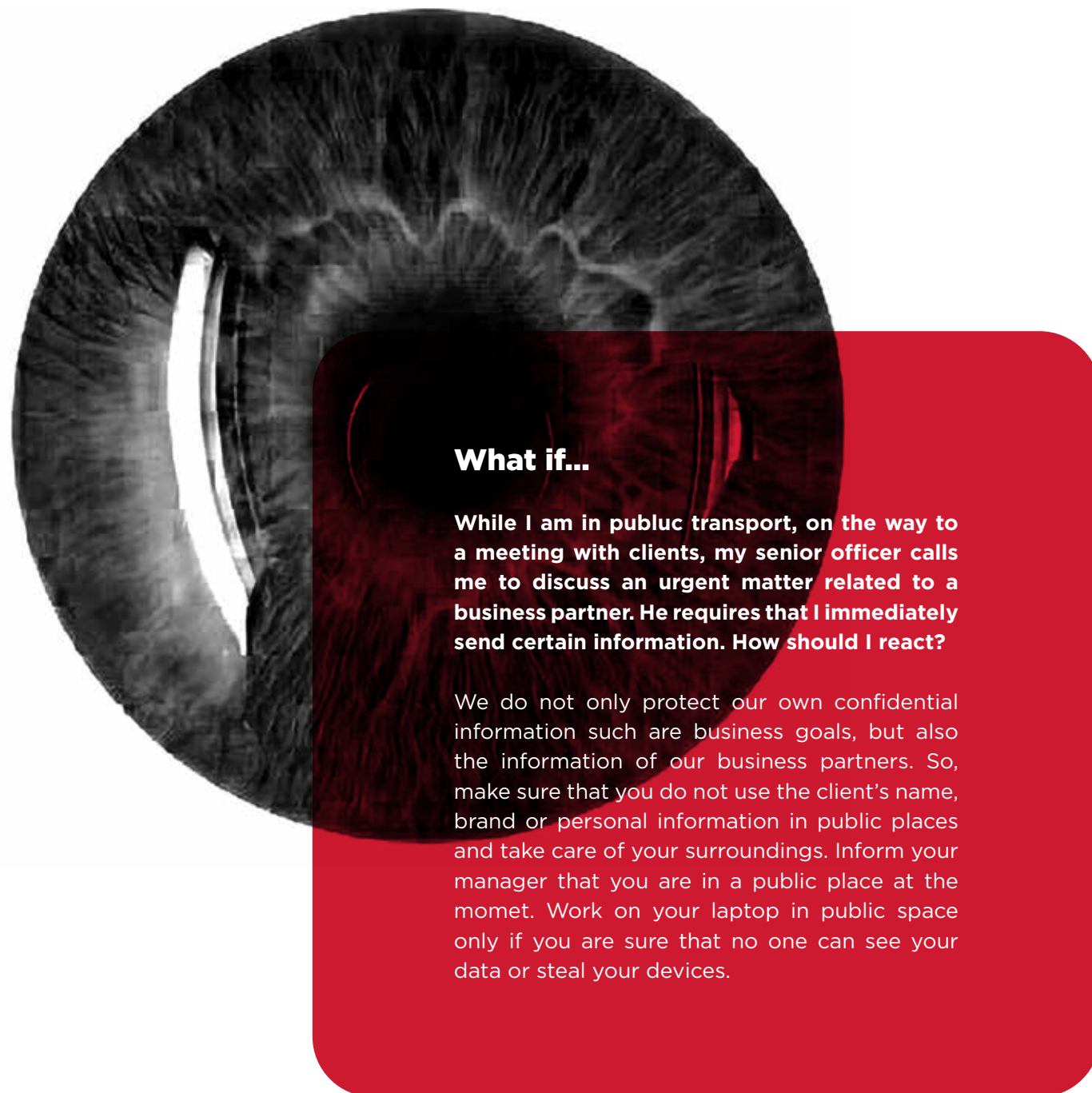
Handling of confidential information concerning Pešťan and third parties

Many employees will receive access to important information from the Company or third parties such as business partners.

These information are strictly confidential. If you receive such information, they must not be revealed, except if you are entiteld to share such information with a specific third person for business reasons. In this case, a confidentiality agreement or a non-disclosure agreement is often used. Confidential information within the Company (e.g. the information about employees) may be processed only by responsible persons and in compliance with the data privacy law.

Non-disclosure agreement is often used in the situations that include third parties and a flow of confidential information. Confidentiality agreement is often used at the beginning of commercial negotiations in order to protect parties who wish to share confidential information (intellectual property, prices, financial information, etc.) with the aim to improve a specific transaction or project.

Non-disclosure agreement explicitly excludes statements and guaranties that refer to confidential information. It includes a comprihensive compensation from the receiver in relation to the infringement of confidentiality and misuse of information.



What if...

While I am in public transport, on the way to a meeting with clients, my senior officer calls me to discuss an urgent matter related to a business partner. He requires that I immediately send certain information. How should I react?

We do not only protect our own confidential information such as business goals, but also the information of our business partners. So, make sure that you do not use the client's name, brand or personal information in public places and take care of your surroundings. Inform your manager that you are in a public place at the moment. Work on your laptop in public space only if you are sure that no one can see your data or steal your devices.

Professional communication on the internet and social networks

Every user of the internet or social networks is personally responsible for their private and professional communication contacts on the internet, and so are the Peštana employees. Company's management and IT department have chosen relevant technical security measures (such as junk mail filters and antivirus software). However, the technical measures themselves are not sufficient to provide the adequate protection from all sorts of risks. As our employee, please bear in mind that all activities that may bring Peštana in danger and/or damage its reputation must be avoided at all costs.

We respect the freedom of employees to use and express themselves on social networks. Employees of Peštana should use these platforms in a responsible manner and make sure that the use of the same does not affect their personal performance or their colleagues.

We invite the employees not to publish posts that are racist, threatening, derogatory, discriminating or insulting, which support and/or incite criminal acts or violence and which in this culture can be considered inappropriate. It is necessary that the employees take care that their communication on the social media does not infringe the slander, harassment or copyright laws.

Also, employees should not use personal accounts on social networks for business purposes. Employees should avoid making an expression on the social networks that they speak or act in the name of Peštana. It must be clear that their posts reflect only their own attitudes and that statements are not given in the name of Peštana. We also point out that in the Company zones where it is not allowed, taking photos is possible only with the consent of the marketing department.

Our advice is to go after the following directions when you use the Internet and social networks, especially if you are active on social networks.

- Be authentic, friendly and respectful;
- Pay attention to privacy settings;
- Bear in mind that the Internet does not forget;
- Adhere to all relevant legal requirements;
- Behave responsibly and protect our brands;
- Speak only in your own name;
- When in dilemma – ask the senior officer.



Contact

Marketing department

Safety on the internet

Internet accidents may be a factor that disturb Pešťan's operations and may cause damage to individuals, clients or our business. In order to mitigate risks, we regularly make backup copies of our data, safeguard devices and networks, encrypt important information and undertake regular changes of passwords and password security. Employees are obliged to comply with these measures and must always act to prevent risks from any number of sources, for example, by using strong passwords, maintaining the software and the system updated and not avoiding access control. In order to provide the information integrity, system accessibility, confidentiality and responsibility, all employees must be informed about the rules and regulations for the use of the IT system and other physical property.

Pešťan undertakes to inform all employees on the rules and regulations for the use of IT system and other physical property.

What if...

Former business partner asks me for a list of contact persons in different departments for a discussion on future business ideas. Should I share these information with him?

It depends: Do not send any contact details without a written consent of the respective individuals. Make sure that you share only business contact information, and not private email addresses or telephone numbers. If you are in a dilemma, check with the senior officer or seek advice from the legal and human resources department.

I received an email from a renowned bank notifying me that I have a message. In order to upload the message, I should click the link. It seems odd that the bank contacted me directly by an email. What do I do?

Banks do not send emails with links to their web pages or with the requirement to reveal or change access data. Please do not open attachments or click links if you receive electronic mail from unknown senders regarding orders or deliveries that you never sent or do not expect. This includes invoices for services or goods you never ordered.



Contact

Legal and Human Resources
Department

Prohibition of corruption, bribery and similar forms of behaviour with state authorities

We promote high standards of integrity and ethics in all Peřtan’s activities in compliance with all applicable laws and regulations regarding corruption, bribery, forbidden business activities and extortion.

Peřtan is dedicated to the principle of free and fair competition, which includes a firm attitude against all forms of corruption. In buiding good business relations, we rely on our corporate values. However, situations may arise in which one party wishes to show gratitude through presents or hospitality. This is alright as long as such presents are within sensible limits and are considered generally acceptable.

If you have a suspicion that bribe is given, you must report it immediately. Remember, all forms of bribery are illegal!

Bribery

Bribery or improper payment may be given or received directly or indirectly (i.e. through a third person such as a contractor or a family member). It can be for somebody else’s benefit and not the person who is being influenced improperly. Bribery is not limited to money, it may come in the form of special privileges, personal services and benefits.

Conflict of interest

Conflict of interest occurs when personal/familial and/or financial interests of an employee affect the ability of making unbiased business decisions in the name of Peřtan, when they are in opposition to the interests of Peřtan or create such an expression.

Employees must not participate in the decision-making or influence the decision-making, coming to agreements or conclusion of legal transactions if there is a conflict of interest or any circumstances that may constitute the grounds for suspicion in someone’s impartiality.

Do not hesitate to report the situation to senior officers or the legal and human resources department, because it represents the infringement of this Code.

Offering, giving or receiving bribery is never a good buisness practice and causes huge damage to the society. This is why Peřtan does not tolerate any bribery on the part of anyone acting in the name of the Company.

Bribery is offering, promising, giving, accepting or seeking money, presents or other advantage as an incentive or reward for doing something that is illegal, unethical or inappropriate.

Contact

Legal and Human Resources
Department



Prohibition of business information misuse

We are aware of the market sensitive “insider” information so we obey the law regulations. All employees may come across the information regarding the Company or the Company’s business partners that are not publicly accessible. This makes us the “insiders”. Material information that are not in the public domain, the so-called “insider information” or “information relatied to capital markets” must be treated confidentially and in compliance with national and international law. “Insider information” could have a considerable impact on an investor’s decision to buy or sell securities, affect the stock market and company prices.





What if...

During a meeting with the management and business partners I learn about a merger that might happen, but it is not yet in the public domain. The merger might affect my best friend's share market trading. Am I allowed to inform him?

No. These are material insider information or "information related to capital markets" and you are prohibited by the law to share such information ("insider operations"). The law also prohibits the purchase or sale of shares based on such material insider information.



Fair competition

Anti-monopoly policy of Peřtan gives directions regarding sensitive issues of the competition law and all employees should obey it. Among other topics, the policy imposes strict rules in the communication with competitors with relation to market activities, and especially:

- exchange of information,
- prices and terms of delivery
- possible forms of cooperation with buyers, distributors and suppliers.

Strict rules are particularly applied to:

- determination of resale prices or other restrictions of resale,
- exclusivity arrangements

Transparency and responsibility in communication and reporting

This is important for the fulfilment of our role as a responsible corporate citizen and provides necessary grounds for the transparency and responsibility towards our stakeholders, relevant tax payments and recognition of early signs of money laundering. Our employees should prepare all documentation with most care and obey the internal procedures of verification. Maintenance of accurate records and making sure that all files and documents are updated is of utmost importance for further development of Peřtan.

Money laundering

Money laundering is the flow of cash or other property created by illegal activities through legitimate financial institutions or companies in order to conceal the source of the funds or make it seems that the source of funds is in fact legitimate. A closely related issue is the channeling of funds for the support of illegal activities.

Money laundering is a global problem, treated seriously by Peřtan and is strictly prohibited.

Money laundering does not only refer to cash and other monetary instruments, nor is it a problem limited to conventional institutions and activities that include taking deposits and granting loans.

We advocate free and fair competition.

We are accurate and sincere in all our activities and forms of communication. Peřtan operates in compliance with all valid regulations regarding accounting, recording and financial and non-financial reporting.





AND AT THE END

Peštan consists of talented professional teams who are dedicated to the achievement of excellent business results. While being connected with each other within the company, with our business partners and the local community, we all try to be good people in the first place – to each other, to our families, friends. To be good and honest is not always easy. So it is important that we always well-meaningly remind each other of ethicality, equality, fairness, respect and never forget that:

*"No man is an island entire of itself; every man
is a piece of continent, a part of the main;
...And therefore never send to know for whom
the bell tolls; It tolls for thee."*

John Donne, English poet

