



## Code of Ethics of Grant Detection, s.r.o.

### General principles

The primary mission of Grant Detection, s.r.o. is to maintain and develop a thriving and ethical business. We accept complete responsibility for our business actions in the environment in which we operate - to our employees, business partners and the general public. Therefore, we have established principles and ground rules of conduct and behaviour that are central to our business activities.

**We are governed by the laws of the Czech Republic, the European Union and the laws of other countries where we do business.** Compliance with legal norms and rules and acting in accordance with the legal order of the Czech Republic is a fundamental norm for our company. In addition to the directives and regulations in force at Grant Detection, s.r.o., all employees are required to act in accordance with the laws of the Czech Republic or other countries where our company operates. Violations of the law must be prevented at all times.

**We always conduct our business according to high moral and ethical standards.** We are open, honest and accept our responsibilities. We are reliable partners and do not make promises we are unable to keep. We bid for contracts in an honest manner by offering quality and value for money, not by offering undue advantages.

**We respect the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, the eight fundamental conventions of the International Labour Organization (ILO).** We respect the dignity, privacy and personal rights of every individual. We do not tolerate discrimination of any kind against any individual. These principles apply both to internal cooperation and to dealings with external partners. Decisions about our collaborators - including employees, suppliers, customers and business partners - are made only after due consideration, and are not based on improper considerations such as discrimination or coercion.

**We comply with the rules for Occupational Safety, Health and Safety.** Our responsibility to employees requires the application of the best possible accident prevention measures and applies to equipment, work processes, safety management and the day-to-day behaviour of individuals in the workplace. Every workplace must meet the requirements for a healthy workplace environment. All employees must maintain safety at all times while working.

**We respect and adhere to the principles of environmental protection.** Environmental protection and conservation of natural resources are among our company's priorities. We conduct our business in a manner that ensures that our activities are safe for the environment, while continuously improving our environmental policy.

## **Rules of conduct in employee relations**

Healthy employee relations are of paramount importance to Grant Detection, s.r.o. These relationships are built on mutual respect, dignity, honesty for existence and adherence to several principles:

- The working conditions offered to employees meet the requirements of the legal standards;
- We provide a safe and healthy working environment and strive for continuous improvement;
- We provide equal opportunities to people regardless of race, colour, gender, nationality, religion, ethnicity or other distinctive characteristics. We do not tolerate discrimination or harassment;
- We recognize the rights of employees to form or join unions in accordance with applicable laws and policies;
- We provide employees with training and education opportunities that support their professional and personal development;
- We do not employ any person under the age of 15;
- We do not use forced or bonded labour or other forms of involuntary labour in our workplaces.

## **Rules of conduct in business relations**

The goal of Grant Detection, s.r.o. is to do business only with customers and business partners who are in good standing and who engage only in lawful activities in their business and whose funds come from legitimate sources. Corruption, bribery and unfair competition are not accepted by Grant Detection, Ltd. under any circumstances.

We do not act in contravention of applicable competition laws. We do not offer or provide any payments or other financial or non-financial rewards to any person or entity to induce such person or entity to act in breach of its prescribed duties, to obtain, retain or control a business opportunity or to secure any other improper advantage.

We maintain confidentiality. About confidential or proprietary internal information Grant Detection, s.r.o. must be kept confidential. We respect the protection of personal and business data. In accordance with legal and contractual requirements, we ensure the protection of information relating to, or information provided by, suppliers, customers, employees, agents and other third parties.

We ensure accurate, truthful and transparent reporting. This rule applies equally to relations with employees, customers and business partners as it does to dealings with the public and all government bodies.

## **Rules of conduct in environmental protection**

In addition to our commitment to ethical business, we have focused on respecting the rules of environmentally friendly behaviour. We then repeatedly and consistently look for opportunities to improve our environmental impact, not only within our business, but also within the company.

We carry out our own identification of significant environmental aspects in the design and implementation of the environmental management system environment (environmental register).

We are reducing our long-term and successful impact on the environment, in particular through the following steps:

- we segregate waste consistently;
- we reduce energy consumption significantly;
- we apply the principle of taking back electrical equipment, batteries, used toners, etc.

We aim to continuously improve the environmental performance of our projects, products and services by actively seeking ways to reduce negative environmental impacts throughout the life cycle of these projects, products and services.