



ZVOLENĚVES SUGAR FACTORY

Standards of Business Conduct



Cukrovar Zvoleněves a.s.



ID: 221 49 473



Zvoleněves 86, 273 25
Czech Republic



czv-group.com

Standards of Business Conduct

Introduction

At Zvoleněves Sugar factory, we are committed to maintaining the highest standards of integrity, ethics, and professionalism. These Standards of Business Conduct apply to all employees, management, contractors, and stakeholders. They reflect our core values of responsibility, respect, and innovation, ensuring our business is conducted in a manner that upholds our reputation and supports long-term success.

1. Legal Compliance

We are committed to complying with all applicable laws, regulations, and industry standards in the Czech Republic and internationally. This includes:

Adhering to anti-corruption and bribery laws.

Complying with trade, import, and export regulations.

Observing fair competition and antitrust laws.

2. Ethical Business Practices

Fair Dealing: Conduct all business interactions with honesty, fairness, and integrity.

Avoiding Conflicts of Interest: Employees must avoid situations where personal interests could conflict with the company's objectives, including receiving gifts or engaging in outside activities that might influence decision-making.

Accurate Records: Ensure all financial and operational records are accurate, transparent, and comply with legal and accounting standards.

Use of Company Resources: Protect company assets and use them responsibly.

3. Workplace behavior

Respect and Diversity: Foster a workplace culture free from discrimination, harassment, or intimidation.

Promote inclusivity and respect for all individuals, regardless of background or role.

Health and Safety: Maintain a safe working environment by adhering to all workplace safety regulations and reporting hazards promptly.

Non-Retaliation: Protect employees who report unethical behavior in good faith. Retaliation against whistleblowers will not be tolerated.

4. Confidentiality and Data Protection

Safeguarding Information: Protect confidential business, employee, and customer information. Unauthorized disclosure or misuse of such information is prohibited.

Intellectual Property: Ensure company intellectual property is protected and not shared without proper authorization.

Compliance with Data Privacy Laws: Adhere to the General Data Protection Regulation (GDPR) and other applicable data protection laws.

5. Environmental Responsibility

Sustainability Commitment: Strive to minimize environmental impact through sustainable practices.

Compliance with Environmental Laws: Adhere to all local and international environmental regulations.

Promoting Green Practices: Encourage recycling, energy efficiency, and waste reduction within the factory and supply chain.

6. Anti-Bribery and Corruption

Prohibit offering, giving, or accepting bribes or kickbacks.

Ensure transparency in all transactions and maintain proper records of any gifts, entertainment, or hospitality extended or received.

7. Supplier and Customer Relations

Supplier Standards: Work only with suppliers who uphold ethical labor and environmental practices.

Customer Commitments: Provide high-quality products and services while ensuring honest and transparent communication.

8. Reporting and Accountability

Reporting Violations: Employees and stakeholders are encouraged to report any suspected unethical behavior or violations of these standards. Reports can be made anonymously if desired.

Investigation of Concerns: All reports will be taken seriously and investigated promptly and confidentially.

Whistleblower Protection: Employees who report violations in good faith are protected from retaliation.

9. Monitoring and Enforcement

Training and Awareness: Regular training will be provided to ensure employees understand and adhere to these standards.

Disciplinary Actions: Breaches of these standards may result in disciplinary actions, including termination of employment.

Periodic Review: These standards will be reviewed and updated regularly to ensure relevance and compliance with evolving regulations.

10. Acknowledgment

All employees are required to read, understand and comply with these standards of business conduct. This document has been presented to all.

Date: 11.2025
Version n.1

