

CODE OF ETHICS

VAS Systém, spol. s r.o. - Code of Ethical Behaviour

Preamble

The company VAS Systém, spol. s r.o. and its employees demonstrate the will to promote a high level of professionalism and honesty in communicating with their customers, competitors and the general public and a high level of professional competence in the execution of the contracts.

Our intent is to encourage honest and healthy competition at the market and thereby contribute to improving our reputation. We are convinced that partnership-based relationships are crucial to successfully meeting the goals of our company and the goals of its employees. We have set the minimum standards of behaviour to fulfil these resolutions.

I. Professionalism

Every employee of an organization demonstrates to a certain extent the highest degree of professional behaviour that benefits his profession, organization and construction profession. The employee speaks truthfully and acts in accordance with accepted principles of honesty and fairness. They try to correctly represent their or the company's range of knowledge and ability to perform the required services.

II. Customer Responsibility (Internal and External)

Every employee actively and honestly meets customer's legitimate requirements. All their potential requirements are recorded in written form to avoid misunderstandings and possible misalignments. The employee does not prefer his / her own needs and wishes to the needs and wishes of the customer. The employee approaches his / her work responsibly and tries to work in such a way that the resulting product is in line with customer requirements and fulfils the prescribed quality parameters for the first time. Employees also propose to the customer the technologies and materials that are customary or beneficial to the customer. When handling with the property and equipment of the customer, they respect the laws, regulations and rules as well as the customer's requirements for handling with them. Employee does not give unrealistic expectations to the customer.

III. Responsibility to suppliers

Relations with the supplier are based on mutual trust and respect and compliance with contractual relations. The employee creates the same business conditions for all suppliers and does not prefer one supplier over another. The employee does not accept any financial or material gifts from suppliers.

IV. Liability to Employees

Relations between employees are based on respect for the dignity of each person and respect for basic human rights. The management creates a space for employees to freely express their own opinion without the risk of intimidation or sanctions, as well as to demand justice against bad behaviour on the part of a superior. By applying a fair policy of evaluation and remuneration, the management supports the employees' efforts to increase their personal skills and thus also the growth of their productivity.

V. Responsibility to Employer

The employee is proud of his business and spreads his reputation to the public. The employee spreads the good name of the company with his high-quality work, access to customers and suppliers and correct public performance. Employee protects company's reputation from spreading untrue information about it.

VI. Liability for specific assets and facilities

The employee is not to knowingly allow or cause damage to the property of the organization or property assigned to the organization. Assets of an organization are used economically and in such a way as to minimize the risk of injury or loss of life for themselves or their environment.

VII. Environmental responsibility

Employee uses the means to maximize the environmental impact of such activity. The employee shall ensure that unusable waste, packaging and hazardous substances are sorted and stored in accordance with the applicable environmental protection legislation.

VIII. Responsibility to the company

VAS Systém, spol. s r.o. provides the state administration and the public with timely and truthful information about its activities and its implications for the environment and society.

VAS Systém, spol. s r.o., supports, through its donor and sponsorship activities, the development of the region, sport, culture and healthcare development. The employee complies with the law and acts in accordance with valid legislation.

IX. Collaboration

Every employee keeps all information gained when confiding with the customer as confidential until he is authorized by the provider to disclose that information or is required to declassify it legally.

X. Honest business

Every employee strives to deal honestly with a customer, supplier or other employee. The Employee will not gain an undue advantage over the Participant in the negotiation by manipulating, concealing or misusing important information, distorting essential facts or some other unnecessary practices in the negotiations or in their work activities.

In Dolný Kubín, on July 1, 2022.

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