

ETHICAL CODE

Scope of application

The Ethical Code sets out the basic principles and policies of conduct of C.S.CARGO Group (CS CARGO Holding a.s.). The C.S.CARGO Group (CS CARGO Holding a.s.) includes the companies C.S.CARGO a.s. (Czech Republic), C.S.CARGO Services a.s., C.S.CARGO Slovakia a.s., C.S.CARGO Poland Sp. z o.o.

Company Ethical Code

C.S.CARGO Group's main task is to develop and maintain an economically healthy and prosperous business. The C.S.CARGO Group accepts responsibility wherever it can effectively manage its activities. It holds responsibility to the communities and environments in which it operates, to its employees, business partners and the general public.

The C.S.CARGO Group has established basic principles for its business:

- It is committed to conducting business according to high standards of morality and ethics.
- It follows the legal standards and regulations in force in the countries where it does business.
- It respects the United Nations Universal Declaration of Human Rights and recognises its responsibility to uphold these rights as they apply to our relationship to employees and the communities in which we operate. This commitment also applies to activities related to the rights and entitlements of indigenous peoples.
- The Group is open to all those affected by its business. It responds to enquiries and requests from third parties and communicates with affected parties in a timely and efficient manner.
- It respects all individuals. It strives to work as one team and cultivate open, straightforward communication based on mutual respect.
- It believes that better customer solutions are born in a diverse and inclusive workplace.
- It treats everyone equally and offers equal opportunities to all regardless of appearance, ethnicity, nationality, religion or belief, gender, sexual orientation, gender identity or expression, age, disability, marital status or any other characteristic protected by laws and guidelines.
- The Company's equal employment opportunity policy covers all aspects of the employment relationship, including training, promotion and all other terms and conditions of employment.
- It does not tolerate any form of disrespectful behaviour, intimidation, discrimination, bullying or unwanted sexual advances.

Responsibility to Group employees

- We create an environment that opens up personal and professional perspectives for our employees, within which excellent performance and results can be achieved, and which promotes employee value. We invest in the continuous improvement of our employees' qualifications and competences. At the same time, we expect each of our employees to have high expectations of themselves, their work, their performance and their health. We support and actively participate in the further personal growth of our employees. We are committed to open cooperation with employee representatives based on mutual trust, to conducting

constructive dialogue in a spirit of cooperation and to striving for a fair balance of interests. A professional approach to employee representatives, which allows neither favouritism nor disadvantage, is part of our corporate culture.

- Our employees are our most valuable resource. Each employee must ensure that their behaviour does not compromise their own safety or the safety of others, including external colleagues. This involves following established safety procedures and suggesting possible improvements where necessary.
- 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 provide means for employees and others associated with the C.S.CARGO Group to raise legitimate concerns and complaints in a manner that ensures proper review and appropriate redress, without any penalty.
- We recognise the rights of employees to form or join unions in accordance with applicable national laws and policies.
- We provide employees with training and education opportunities that support their current and future career development plans.
- We do not employ any person below the age of 15 years or any other higher minimum age for employment set by local law.
- We do not use forced or bonded labour or other forms of involuntary labour in our workplaces. We do not allow any practices that restrict the free movement of employees.

Business ethics

- Corruption, bribery and unfair competition distort the market and are an obstacle to economic, social and democratic development. The C.S.CARGO Group does not tolerate any of these activities and undertakes that:
 - It will not act in contravention of applicable competition laws.
 - It will not, directly or indirectly, offer or provide any payment or other consideration to any person or entity to induce such person or entity to act in a manner inconsistent with its prescribed duties in order to obtain, retain or control a business opportunity or secure any other improper advantage in the conduct of the Company's business.
 - It will not directly or indirectly solicit or accept any improper payment or other consideration that is provided for the purpose of inducing the Company to act in breach of its duties.
 - It faithfully records and accounts for all financial transactions in accordance with locally accepted accounting principles and follows International Financial Reporting Standards (IFRS) and relevant C.S.CARGO Group methodologies and policies in all company reporting.
- C.S.CARGO Group's IT procedures contain controls and security features that ensure a sufficient level of protection for its customers' data.

Social responsibility

The C.S.CARGO Group is fully aware of the impact of its activities on the wider society and the environment. The C.S.CARGO Group is also aware of its social responsibility and the importance of including public benefit activities among the basic objectives of its operations. Since its foundation in 1995, it has cooperated and participated in a number of projects of local, national and international importance.

Environment

The C.S.CARGO Group is certified according to ISO 9001 and ISO 14001 standards. Within the integrated system, we establish procedures and processes even beyond the scope required by these

standards. We are aware of the impact of our business activities on the environment, so we actively and responsibly set environmental goals and regularly evaluate the functionality of the system, which we subsequently improve.

We also focus on our employees at all levels, whom we train on environmental issues, energy savings and principles for minimising the negative impacts resulting from everyday activities in the course of their work.

The C.S.CARGO Group has trucks that meet the European EURO 6 emission standards.