

CODE OF CONDUCT

evo-servis sk s.r.o. operates in the field of temporary agency employment and related services, providing workforce solutions across nearly all sectors of the economy. Our company values tradition, culture, and ethical principles, with honesty, responsibility, and professionalism at the core of our operations.

Ethical conduct is essential not only for the long-term sustainability and economic success of our company but also for the integrity of the broader economic system and the benefit of society as a whole. Our reputation and the trust placed in us by our partners and clients are among our most valuable assets, and their protection remains our highest priority. The company's reputation and the trust placed in us are among our most valuable assets, and their protection remains our top priority. Our Code of Conduct reflects our commitment to social responsibility in all our activities. It also affirms our dedication to being a company that consistently acts in accordance with the law and ethical principles, maintaining reliability, responsibility, and trustworthiness in all our partnerships.

The Code of Conduct sets out the ethical principles, standards, and rules that every employee is expected to follow. It is founded on the core values of responsibility, respect for human dignity, honesty, tolerance, and duty.

Relationship with Competitors

evo-servis sk s.r.o. is committed to fair and ethical competition. We conduct our business with integrity, adhering to all applicable competition laws and regulations. We reject any form of unfair business practices, including misleading advertising, defamation, or unethical influence on customers and partners. Our goal is to compete based on quality, reliability, and professionalism while fostering a business environment built on mutual respect.

Commitment to Employees

evo-servis sk s.r.o. strictly adheres to the Labour Code, internal policies, and all applicable labour regulations. Our relationships with employees are built on respect for fundamental human rights, ensuring that every individual is treated with dignity and fairness. We foster a workplace culture that values open communication, allowing employees to express their opinions freely and without fear of discrimination or retaliation. Our commitment is to create a supportive and inclusive work environment that promotes professional growth, well-being, and mutual respect.

evo-servis sk s.r.o. fosters a work environment where employees feel safe and encouraged to report any violations of the Code of Ethics. This includes concerns regarding illegal or unethical behavior. The company's management guarantees a thorough and impartial investigation of each report, ensuring that appropriate measures are taken based on the findings. Employees can confidentially report any suspected misconduct or unethical behavior to the Ethics Board, without fear of

retaliation. The company's management strictly prohibits any form of retaliation against employees who report misconduct or suspected misconduct in good faith. Retaliation by others is also not tolerated. Acting in good faith means reporting to the best of one's knowledge and conscience—based on the information available at the time, with a reasonable belief in its accuracy. In cases of doubt, good faith is presumed unless proven otherwise.

evo-servis sk s.r.o. guarantees a professional and fair employee remuneration system. The company strictly adheres to all regulations concerning occupational health and safety, ensuring a safe and compliant working environment.

The company is committed to avoiding all forms of discrimination in hiring, remuneration, career development, and termination of employment. Each employee is expected to demonstrate loyalty to the company and interact with third parties in a manner that upholds the company's reputation. Employees are required to maintain confidentiality regarding internal company matters during and after their employment. Furthermore, sexual harassment is strictly prohibited in the company's workplaces, and any such behavior will not be tolerated.

evo-servis sk s.r.o. respects employees' rights to engage in political activities; however, it does not permit such activities within the workplace during working hours or outside of them. The company expects that an employee's membership in or support for any political party or movement does not adversely affect their job performance or the work environment.

Employees' Obligations to the Employer

Each employee is expected to strive for self-improvement, enhance their skills, and adapt to the company's development and progress. When interacting with customers or business partners, employees must act in a manner that protects the company's property and reputation. Loyalty to the company is paramount. Employees should make every effort to resolve any issues or conflicts internally, avoiding public disclosure. If an employee has concerns about a potential conflict of interest, they are required to submit a written request for resolution to their immediate supervisor.

Employees are responsible for protecting company property and may not use it for personal purposes without management's consent. Additionally, all employees must maintain confidentiality regarding internal company matters, even after their employment has ended.

Commitment to Customers and Business Partners, Fair Competition

Honesty and fair dealings with customers, as well as addressing their needs and interests, are essential for establishing successful and enduring business relationships. Customer interactions must be conducted

with discretion and should be free from favoritism, prejudice, or discrimination.

evo-servis sk s.r.o. is committed to:

- Protecting the confidentiality of information obtained from clients.
- Providing quality services that meet customer requirements.
- Considering fair competition as the best endorsement for the company and its partners.
- Adhering to the rules of fair competition.
- Not tolerating violations of antitrust laws, competition law, and related regulations.

Relations with Competitors

evo-servis sk s.r.o. respects the rules governing competitive relations and treats its competitors with honesty, adhering to the principles of fair competition and maintaining a good reputation. The company does not engage in any form of unfair competition and does not attempt to obtain data or information from competitors through unfair or illegal means.

Relations with State and Government Authorities, the Region, and Society

evo-servis sk s.r.o. is committed to acting responsibly in its interactions with state and government authorities, providing truthful and timely information. The company pledges to pay all taxes owed and to comply with all applicable government and local regulations. Evo-servis sk s.r.o. recognises its role in contributing to economic growth and enhancing the standard of living in the region and society as a whole.

Confidential Information

evo-servis sk s.r.o. possesses a comprehensive set of confidential information essential for its business operations. We respect the confidentiality of information pertaining to both the company and its business partners.

The company requires its employees to maintain confidentiality regarding any confidential information entrusted to them or acquired during the course of their work. The disclosure or leakage of such information, along with its potential use by competitors, could harm the company. Therefore, management implements effective measures to prevent the unauthorized disclosure of confidential information. These measures include documented procedures developed in accordance with the Personal Data Protection Act and the GDPR.

Company Assets

Company assets must be used in accordance with their intended purpose and to support the achievement of the company's objectives. All employees are obligated to protect the company's property, both tangible and intangible, from damage, theft, loss, and misuse, ensuring effective use for specified tasks and purposes.

Employees are encouraged to respect the company's trademarks, trade names, and trade secrets, which are

used under appropriate authorization. Company property should be utilized exclusively for work-related purposes. Theft of company property will not be tolerated.

Company Records

evo-servis sk s.r.o. is committed to maintaining accurate and verifiable company records in accounting and business operations. Failure to adhere to these principles constitutes a serious violation of work discipline.

Environment

evo-servis sk s.r.o. conducts its business activities in compliance with applicable legal standards for environmental protection, striving to achieve a balance between economic activity and environmental requirements. The company's management is dedicated to enhancing the environmental performance of its infrastructure, products, and services throughout their entire life cycle.

The company manages its infrastructure in an environmentally responsible manner, adhering to all relevant legal standards for environmental protection. Employees are required to comply with all applicable legal and internal standards governing environmental protection in the performance of their duties. Additionally, company employees are encouraged to responsibly follow waste management guidelines.

Health and Safety

evo-servis sk s.r.o. is committed to ensuring that employees are informed about applicable legal and internal regulations, providing training on occupational safety and health protection requirements. Employees are obligated to familiarize themselves with and comply with these regulations, not only for their own safety but also for the well-being of their colleagues.

Employees are prohibited from bringing, storing, or consuming alcoholic beverages and other narcotic or psychotropic substances in the workplace or during working hours. They are also not permitted to arrive at work under the influence of such substances. Additionally, smoking is only allowed in designated areas within the workplace.

Further regulations regarding occupational health and safety (OHS) and protective work gear (PWG) are documented separately, including the relevant BT and PT documentation.

Discrimination

At **evo-servis sk s.r.o.**, we respect every individual and foster a collaborative work environment built on direct, open, and respectful communication. The company's management is committed to ensuring equal treatment and opportunities for all employees, regardless of gender, nationality, race, sexual orientation, or any other characteristic. We strictly prohibit and do not tolerate any form of discrimination, whether direct or indirect. Harassment, bullying, and inappropriate behaviour, including unwelcome sexual advances, are not

acceptable under any circumstances. Likewise, the use of offensive or derogatory language relating to race, skin colour, age, religion, political beliefs, national or social origin, health status, or disability is strictly forbidden.

Evo-servis sk s.r.o. also does not tolerate any actions that could harm another employee or business partner, ensuring a professional and respectful working environment for all.

Benefits, Gifts, Promotional Items

evo-servis sk s.r.o. upholds strict ethical standards regarding the acceptance of benefits, gifts, and promotional items. Employees are prohibited from accepting any advantages from business partners, potential partners, or other individuals if their value exceeds what is considered customary in business practice or socially acceptable.

While carrying out their duties, employees must not request, accept, offer, or approve any benefits or gifts that could influence—or appear to influence—the business decisions of the company or its partners.

Conflict of Interest

A conflict of interest arises when an employee's personal activities or those of their close relatives compromise or threaten the interests of **evo-servis sk s.r.o.** This includes situations where an employee engages in business activities similar to those of the company without prior employer consent.

evo-servis sk s.r.o. does not tolerate any actions where an employee's personal interests or activities improperly jeopardise the company's interests. Employees may only undertake additional paid work that aligns with the company's business activities if they have received prior written approval from the employer.

All employees are expected to uphold a clear distinction between their private interests and their professional responsibilities. In any actions undertaken on behalf of the company, employees must conduct themselves in a manner that prevents conflicts of interest from arising.

Protection of Company Information and Personal Data

All employees of **evo-servis sk s.r.o.** are required to safeguard company information and any data related to its business activities. Such information is classified as confidential and must only be used for professional purposes, never for personal use.

evo-servis sk s.r.o. is committed to respecting every individual's right to personal data protection and privacy. The company ensures that all personal data is processed and stored with integrity, in full compliance with applicable data protection regulations.

Prevention of Bribery and Corruption

evo-servis sk s.r.o. has a zero-tolerance policy towards bribery and corruption, conducting its business with integrity and strictly in accordance with the law. Employees must not, under any circumstances, request, accept, offer, or approve bribes in any form. The company also firmly rejects any form of facilitation payments.

The management ensures that all statements, records, and invoices are complete, accurate, and free from any misleading or erroneous information. To uphold ethical standards, **evo-servis sk s.r.o.** has established clear procedures for preventing corrupt practices and for reporting any suspected misconduct.

Binding Nature of the Code of Conduct

The Code of Conduct applies to all employees of **evo-servis sk s.r.o.**, as well as anyone representing or acting on behalf of the company. Employees are expected to conduct themselves in accordance with this Code and to avoid any actions that may lead to a breach of its principles.

Any individual who becomes aware of a violation of the Code of Conduct is required to report it to the designated ethics officer. The company ensures that those who report ethical breaches will not face any form of retaliation. Violations of the Code of Conduct may result in moral or disciplinary measures, including sanctions in accordance with the Labour Code, depending on the severity of the breach.

Company Ethics Council

The Ethics Council of **evo-servis sk s.r.o.** serves as an advisory and supervisory body responsible for addressing ethical matters related to the company's operations. Its role is to provide recommendations to the company's management—specifically the general meeting—on ethical concerns and compliance issues.

Composition of the Ethics Council:

- Company Manager
- Authorized representatives from various departments

For any questions or uncertainties regarding the implementation of the Code of Ethics, please contact the designated representative at:

compliance@evoservis.eu

The establishment of an employment relationship between an employee and **evo-servis sk s.r.o.** signifies the employee's obligation to adhere to the principles outlined in this Code of Conduct. Employees are expected to conduct themselves in accordance with these rules for the duration of their employment.

By accepting this commitment, employees acknowledge their responsibility to comply with the standards set forth in this document.

This Code of Conduct takes effect upon approval. It will be updated as needed and remains valid indefinitely.