

Ethics clause

Obligation to comply with Czech Post's Code of Ethics

FOR CZECH POST'S BUSINESS PARTNERS INCLUDING ALLIANCE PARTNERS THAT DO NOT ACT ON BEHALF OF CZECH POST

The contracting party is obliged to behave ethically and, in the context of its activity for Czech Post (hereinafter referred to as "CP"), adhere to the principles of moral and professional behaviour enshrined in Czech Post's Code of Ethics (hereinafter referred to as "the Code of Ethics"). The contracting party has a duty to familiarise itself with the Code of Ethics, whose current version is attached to this Agreement as Annex No. XY; it agrees to observe it during the fulfilment of the obligations arising out of or in connection with this Agreement, and undertakes to ensure that the principles of conduct expressed in the Code of Ethics will be equally respected by all employees of the contracting party or persons in a similar position, members of the governing or supervisory bodies of the contracting party and persons acting on behalf of the party.

The Code of Ethics contains contacts for reporting any suspected misconduct, i.e. any act or conduct contrary to the legal or internal regulations of CP, especially the Code of Ethics, which could lead to criminal prosecution and possibly a conviction of CP under the corporate criminal liability law or otherwise damage the reputation of CP. The contracting party may use these contacts if it suspects that an act by CP employees or other persons acting on behalf of CP has constituted such conduct, or that such conduct is in preparation.

The current wording of the Code of Ethics is available on the website www.ceskaposta.cz. CP is entitled to unilaterally change the wording of the Code of Conduct and is obliged to publish it on its website; such change does not require an amendment to this agreement to be prepared by the contracting parties. The contracting party agrees to monitor CP's website and always familiarise itself with the current version of the Code of Ethics.