

Ethics clause

Obligation to comply with Czech Post's Code of Ethics and the Rules for Accepting and Providing Gifts and Entertainment set out by Czech Post

FOR PERSONS ACTING ON BEHALF OF CZECH POST (REPRESENTATIVES)

The Representative 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 Representative has a duty to familiarise himself with the Code of Ethics, whose current version is attached to this Agreement as Annex No. XY; he 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 Representative or persons in a similar position, members of the governing or supervisory bodies of the Representative and persons acting on behalf of the Representative.

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 Representative may use these contacts if he 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.

In relation to the Code of Ethics, the Representative is obliged during the fulfilment of obligations arising out of or in connection with this Agreement to adhere to the Rules for Accepting and Providing Gifts and Entertainment set out by Czech Post (hereinafter referred to as "the Rules"), as amended. The wording of the Rules current as of the day of signature of this Agreement is attached to this Agreement as Annex No. YY.

CP will immediately inform the Representative about any change of the Code of Ethics and/or the Rules. Unless CP states otherwise, the Representative is obliged to adhere to the new wording of the Code of Ethics and/or the Rules starting from the day of its delivery by CP; such change does not require an amendment to this agreement to be prepared by the contracting parties.