

# **CODE OF ETHICS**

## **ROBO Piešťany, a.s.**

We, employees of ROBO Piešťany, a.s., fully understand that ethics and moral behaviour is important not only at home, but also at work and in business. Good reputation of company ROBO Piešťany, a.s. and trust of our colleagues, business partners, clients and public depend on each of us.

The Code of Ethics helps us to make right decisions and act according to the values of the company, what makes it just applicable for all of us. Its objective is to emphasize the need of mutual respect and trust in the working and also business environment. Only we, the employees, can care of accomplishment of the Code of Ethics in our everyday lives with its day to day compliance.

# The core are our values

The Code of Ethics is founded on our values and our vision and defines which behaviour we expect from our employees so that we could feel well at work.

All we do, we do honestly and transparently. We comply with our commitments and carry out social responsibility for all our activities. We always act in compliance with laws and our partners and clients can rely on us.

## OUR VALUES

### HONESTY

We support honesty and fairness in all we do.

### RELIABILITY

We work hard to comply with our promises and build trust and good relations.

### RESPONSIBILITY

By integrity of words and acts we are responsible towards us and our environment.

### TRANSPARENCY

We maintain relationships characterized by open cooperation and transparency.

### OUR VISION:

To become for our present, but also new customers

**company of the first choice**

# We respect ourselves at work

We all have a right for fair and polite treatment from our superiors and colleagues. We respect private sphere of the colleagues and we behave to all of them with respect without consideration their race, colour of skin, nationality, origin, sex, religion or world-view, political view, age, physical constitution or look.

## WE DO NOT TOLERATE ANY FORM OF EXPRESSION OF

### DISCRIMINATION

- any forms of endangerment, intimidation, hostile conduct or offence based on different race, colour of skin, religion, sex, nationality, age, status of veteran, handicap or political view and expressions of such hostility against an individual or a group

### BULLYING

- We believe, that bullying does not belong to personal life, or in the workplace. It is unjustified and malicious burdening of person, posing them obstacles, harassing or humiliating behaviour towards them or their abuse from an individual or a group which can be expressed by physical or psychological hurting.

### MOBBING

- various forms of discomforting the life in the workplace. They are attacks of a group against an individual characterized by hiding, calculation and insidiousness.

### BOSSING

- psychological bullying in employment exercised by a superior towards their subordinate. It is behavior of a superior that harms a subordinate in front of their colleagues, makes their work difficult or impossible.

### SEXUAL HARASSMENT

- sexual advances, any request for sexual favours, or any other unwanted verbal or physical behaviour of a sexual nature in the workplace, as well as other similar conduct that creates unwelcome work environment.

# We comply with regulations

Alpha and Omega of the ethical behaviour is not only compliance with moral and ethical standards, but also compliance with legal regulations. Hereby we understand not only legal regulations valid in the Slovak republic, but also internal directives of the company.



## OH&S and FP

We believe that **first and foremost is the safety and health of employees**, therefore we pursue, as a priority, directives of our company in the line with laws valid in Slovakia with the aim to protect safety and health of each employee. Therefore, we, all employees are:

- \* informed and trained on the respective directives related to the OH&S and FP requirements in the company
- \* responsible – to our own benefit and to the benefit of other employees - for knowledge and compliance with all valid safety regulations and regulations related to health protection
- \* obliged to report immediately hazardous or unprotected working conditions to a responsible manager
- \* not consuming alcoholic beverages and other narcotic and psychotropic substances in the company's workplaces during working hours and coming to work intoxicated.



## Protection of the environment

**Harmony with the environment is responsibility of each of us.**

We strive to avoid or at least limit burdening the environment.

We save water, electricity and other resources. We recycle waste through collection containers available in the workplaces.

We work in compliance with all valid regulations and enactments concerning protection of the environment, which are related to our workplaces and were issued by our company to protect the environment.



## We protect good reputation and property of the company

At public we do not represent only ourselves, but also our company, of which we are employees.

### *We care of good reputation of the company and protection of its interests*

- \* we treat property of the company with responsibility, care and regard
- \* we protect and carefully maintain assigned working equipment
- \* we protect intellectual and material property of the company

### *We are fair in business*

- As business partners we support and always comply with the principles of fair competition, which prohibit, for example:
  - \* price agreements,
  - \* control of production and technical development,
  - \* agreements on market shares,
  - \* division of regional markets,
  - \* division of customers,
  - \* conservation of prices,
  - \* submission of false bids in tenders,
  - \* abuse of dominant position on the market

## Conflict of interest is not part of us

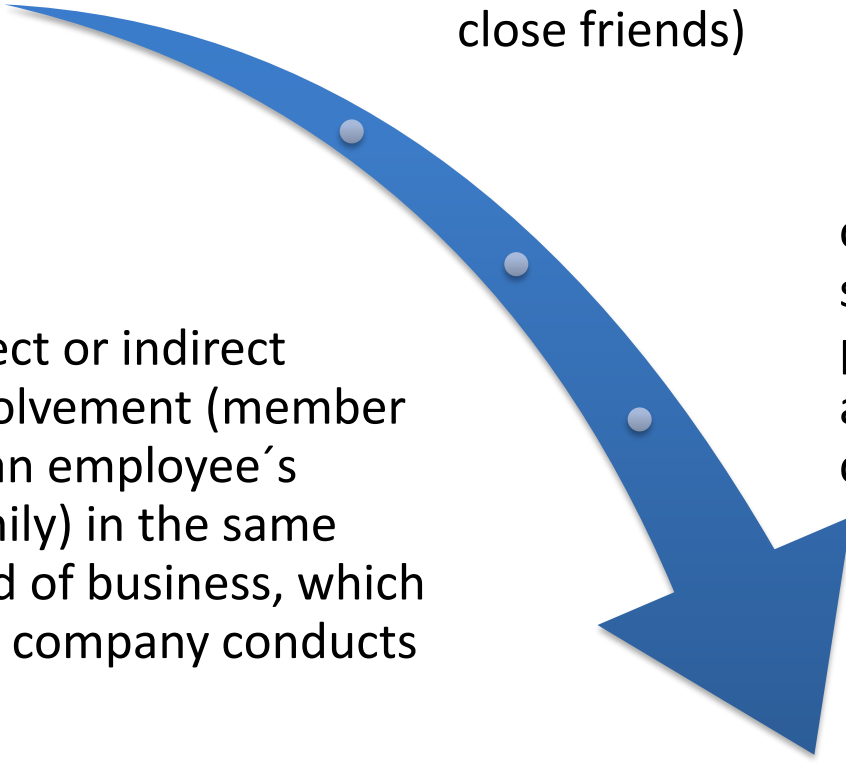
We avoid any conflicts between the interests of the company and our private interests, which can be:

investments, which would impact our impartial exercise of employee's opinion

direct or indirect connection (e.g. with family members or close friends)

direct or indirect involvement (member of an employee's family) in the same kind of business, which our company conducts

ownership of significant profitable shares at the competitor



**We inform on potential occurrence of conflict of interest and suggest solution of circumstances that may lead to conflict of interest.**

**WE FIGHT  
AGAINST  
CORRUPTION**

We do not provide unjustified advantages directly or indirectly (through advisors, intermediators or agents), we do not also offer or receive bribes or any other advantages.

We do not provide gifts and other advantages to officers, politicians, political parties and other representatives of public institutions, that may discredit their independency.

We provide sponsorship to natural persons or support to public services after in-depth consideration of circumstances and with respect of regulations and transparency.

**We do not accept any gifts in any form from anyone who has or applies for business relationship with the company.**

***Relationships with public administration institutions***

We strive to maintain with all public administration bodies relationship characterized by open cooperation and transparency with maintaining our interests and rights.

***Political involvement***

We do not use good reputation, image and business name or property of the company for support of a certain political party or political movement.

Political activities in the working time and in the workplaces of the company are forbidden for us.



## We protect confidential information and personal data

We maintain confidentiality regarding the affairs of the company and our business partners. Information about the company or about customers, suppliers, consultants or other business partners for which the classified marking is established is protected from unauthorized access by third parties to the specified extent. Similarly, we maintain appropriate confidentiality regarding all such data that, by their nature, are confidential, even if not so marked.

We protect personal data of the company's employees, job applicants, business partners or customers and maintain their confidentiality. We treat the personal data exclusively in accordance with the mandatory instructions and the Personal Data Protection Directive in the line with:

- Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data,
- Act of the National Council of the Slovak Republic No. 18/2018 Coll. on the protection of personal data and on the amendment and supplementation of certain acts



**ZÁSADY OCHRANY OSOBNÝCH ÚDAJOV**  
za účelom dodržiavania spravodlivosti a transparentnosti voči dotknutým osobám

(spracované na základe článku 13 a 14 Nariadenia Európskeho parlamentu a Rady (EÚ) č. 2016/679 o ochrane fyzických osôb pri spracúvaní osobných údajov a o voľnom pohybe takýchto údajov a § 19 zákona č. 18/2018 Z. z. o ochrane osobných údajov a o zmene a doplnení niektorých zákonov pod názvom)

INFOLINKA : 055/ 20 20 220

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## Leadership by example

We are aware that **each of us** is responsible for compliance with the principles of the Code of Ethics. Management and supervisors represent examples for us in their daily work. Their compliance with the Code of Ethics is therefore of particular importance and stricter rules are exercised for assessment of misconduct by managers and supervisors.

## Reporting of violation of the Code of Ethics

The Code is only meaningful if we all actually comply with it. Therefore, it is necessary to prevent its violation.

You can report violation of the Code by e-mail at: [robo@robo.sk](mailto:robo@robo.sk), by post at the address of the company: **ROBO Piešťany, a.s., Royova 2, 921 01 Piešťany** or address personally to your direct superior.

Whistleblower is protected against discrimination or termination of employment for reporting violation of the Code, but they may also report anonymously.

## Compliance with the principles of the Code of Ethics

The company expects all employees to behave in accordance with the principles of the Code of Ethics.

Violation of these principles, legal regulations, internal directives and enactments may have serious consequences not only personally for an individual, but also for the company.

In the event of violation of the principles of the Code of Ethics, the company shall draw consequences within the legal possibilities with consistency and regardless of the status and position of an employee in the company. In the event of damage caused to the company due to violation of the principles specified in the Code of Ethics, its compensation will be applied in accordance with the Labor Code and the internal regulations of the company.

The Code of ethics of ROBO Piešťany, a.s. is effective from 31.03.2025

Ing. Róbert Levčík  
director of the company