

CODE OF ETHICS

PEG spol. s r.o.

Tereza Červinková, 2026

The Code of Ethics summarizes the fundamental requirements for the conduct and behavior of all employees. It represents our moral commitment and describes our ethical principles.

Preamble

PEG spol. s r.o. adopts this Code of Ethics as a set of fundamental values guiding its business activities and relationships with employees, partners, authorities, and the public.

Compliance with Laws and Ethical Standards

We comply with all applicable laws and principles of fair business conduct.

Human Rights

We provide equal opportunities and reject discrimination, harassment, child labor, forced labor, and human trafficking. We protect personal data in accordance with GDPR.

Reporting Unethical Conduct (Whistleblowing)

Employees may report unethical or unlawful conduct through the internal reporting system without fear of retaliation.

Occupational Health and Safety and Fire Protection

We ensure a safe working environment and continuous improvement of health and safety standards.

Relations with Customers

We act honestly, provide high-quality services, and protect customer confidentiality.

Relations with Suppliers

We build fair relationships based on trust, legality, and transparency.

Relations with Employees

We value our employees, ensure fair compensation, legal working conditions, work-life balance, and ethical behavior including remote work and digital tools.

Relations with Government and Public Authorities

We communicate truthfully and fulfill all legal and financial obligations.

Environmental Responsibility

We are committed to environmental protection, sustainability, and continuous improvement.

Fair Competition

We compete fairly and do not engage in anti-competitive practices.

Trade Secrets

We protect confidential and proprietary information.

Protection of the Company's Reputation

Employees must act in a manner that protects the Company's good name.

Role of Managers

Managers lead by example and ensure compliance with this Code.

Links to the Work Rules and Sanctions

Non-compliance with this Code may be considered a breach of work-related obligations.