

CODE OF CONDUCT

Introduction

Companies all over the world trust our brands. For over 85 years, we have built our success on being close to consumers and on mutual respect.

Complying with our Code is about creating an environment where we can do our best work and be proud of the work we do, the challenges we overcome and the successes we achieve — all because we do these things fairly, legally and with integrity.

Our Code of Conduct forms the framework for all our operations and sets out standards of behavior for all employees including executives and directors without exception. It covers topics relating to legal compliance and disclosure, gifts and anti-bribery, human rights issues and environmental matters. Our Code of Conduct has been approved by the CEO.

People and society

Respect for people

Pilana Group is committed to protecting internationally recognized human rights.

Pilana Group rejects any form of physical, psychological, or moral harassment, abuse of authority, and any other conduct leading to an intimidating/offensive environment, or one in violation of human rights.

The same respectful, considerate treatment must be given to clients, associates, subcontractors, suppliers, consultants, and anyone with whom a professional relationship is maintained.

Pilana Group employees have the duty to work loyally, by putting their effort and talent into undertaking their professional activity in the best possible way. They must promote a pleasant, healthy and safe working environment.

Non-Discrimination and equal opportunities

Pilana Group accepts and enforces compliance with equal opportunity principles for everyone.

In particular, equal treatment and opportunities must be given to men and women in selection processes, internal promotions and working and employment conditions.

Pilana Group does not tolerate discrimination of any kind on the grounds of race, color, nationality, age, gender, religion, social background, disability, or other factor.

Pilana Group does not allow child labor, forced labor, or work under duress of any kind.

Healthy, safe working environment

Pilana Group aspires to avoid all workplace accidents. In order to achieve this, we set objectives, procedures, and working conditions regarding safety that are continuously evaluated, reviewed, and improved.

The employees must share this aspiration, take on these objectives, be familiar and comply with occupational health and safety rules, and look out for their own safety and the safety of others.

Freedom of association and collective bargaining

Pilana Group recognize and respect the right of employees to freedom of association and collective bargaining.

Business principles

Fair competition

Pilana Group is committed to fair competition and strictly complying with competition laws that apply in any of the countries and markets in which it operates.

Antitrust and competition laws promote fair competition and protect consumers from unfair business practices. We comply fully with all applicable antitrust and competition laws.

We are responsible for dealing fairly with customers, suppliers, competitors and other third parties. This means our employees avoid taking unfair advantage through manipulation, concealment or misrepresentation of key facts, or other unfair practices.

Rejection of corruption and bribery

Pilana Group takes a strong stance against bribery consistent with the anti-bribery laws that exist in many countries around the world. We strictly prohibit bribes, kickbacks, illegal payments and any other offer of items of value that may inappropriately influence or reward a customer to order, purchase or use our products and services, whether provided directly or through a third party such as a distributor, customs broker or other agent.

Privacy

In the course of business, we collect and store personal information about employees, business partners and others, such as birth dates, addresses and financial and other information. When we collect and process personal information, we must comply with local laws and Company privacy policies.

Quality

We know that quality assurance and the safety and reliability of our products are the basis for our success – and therefore core business principles. We make any necessary improvements systematically and sustainably and comply with international product safety and quality standards at all times.

Integrity of records

Pilana Group employees must maintain the accuracy and reliability of the information appearing in records, thereby ensuring that the economic, financial, and proprietary information provided to shareholders, partners, and government regulators is accurate, timely, complete, and understandable, and that it complies with generally accepted accounting principles.

We protect our Company's intellectual property, assets and confidential information.

Environmental responsibility

Pilana Group expresses its respect and concern for protecting the environment and sustainable development.

Pilana Group works to continuously improve its environmental quality systems and processes. It seeks to progressively reduce the direct and indirect environmental impact of its activities, thus making its work compatible with environmental protection.

2nd January 2019

DATE



SANDRA ČALOVÁ
CEO