

Code of Ethics of Lorenc Logistic, s.r.o.

Introduction

- Lorenc Logistic, s.r.o. strives to conduct business in accordance with good morals, legal regulations of the Czech Republic and the European Union, and business ethics. This Code of Conduct sets out the rules of conduct that all employees, company management and agents must follow – in relation to colleagues, business partners and the public.

1. General principles of employee conduct

- Employees represent the company with dignity and honesty and treat all persons with whom they come into contact as they would like to be treated.
- They reject any form of discrimination based on age, sex, color, ethnic origin, nationality, religion, political opinions, health or sexual orientation.
- They respect and comply with all company principles set out in the Employment Regulations and other internal company documentation.
- Employees maintain a professional demeanor.
- Through their actions, they support an open and trustworthy corporate culture.

2. Customer Relations

- Employees treat customers with respect, courtesy and professionalism.
- They present services and products honestly, truthfully and without deceptive claims.
- They provide complete, accurate, unbiased and understandable information. They do not exert pressure and respect the customer's right to privacy and free choice.
- They will avoid making false or defamatory statements about competing companies.
- The customer and their satisfaction always come first.

3. Conduct towards business partners and third parties

- The company builds relationships with suppliers, agents and business partners on the basis of integrity, transparency and equal access.
- Before entering into cooperation with a third party, the Company conducts reasonable background and proper checks, especially with intermediaries or partners operating in high-risk countries or industries.
- Contracts with third parties include ethical compliance clauses and the company's right to audit.

4. Anti-corruption policy

- The company does not allow any form of corruption, bribery or unethical influencing of decisions.
- It is forbidden to give or accept any gifts or benefits that could affect the objectivity of the decision-making.

5. Protection of Company Information and Property

- Employees protect trade secrets and confidential information, even after the termination of employment.
- All information and resources of the company are used exclusively for the performance of work, not for personal gain.
- They do not abuse their position to gain advantages for themselves or others.

6. Internal controls and oversight of compliance with the Code

- Compliance with the Code is regularly evaluated in annual interviews and internal meetings.
- The company encourages open communication, reporting problems without fear of reprisals.
- All processes are subject to clearly defined internal guidelines and approval procedures.

7. Reporting Violations and Whistleblowing

- Employees have the option of using an internal whistleblowing system to report unethical or illegal conduct.
- All reports are handled confidentially and without risk of any harm or sanctions.
- The relevant person acts impartially in the performance of his/her activities and is obliged to maintain the confidentiality of the identity of the whistleblower and other protected persons.

8. Management role and professional growth

- All managers set an example with their subordinate behavior.
- The management applies a fair and transparent approach to remuneration, career growth and employee evaluation.
- Employees undertake to continuously educate and improve their qualifications, including in the areas of ethics and compliance with legal and internal regulations.

9. Environmental protection

- All employees pay attention to a responsible approach to environmental protection in all work activities.
- The company protects the environment, among other things, by renewing its fleet with an emphasis on low emissions and consumption, economical heating of buildings, the use of LED lighting and consistent waste sorting.
- All employees adhere to the principles of proper waste management, including sorting and disposal.
- The company complies with applicable legal regulations in the field of environmental protection.
- The company is committed to continuous improvement of environmental performance and takes into account the environmental aspect in strategic decision-making.

10. Binding and Liability

- Violation of the principles of this Code of Conduct may result in disciplinary action, in accordance with the law and the Company's internal policies and rules.
- Each employee is personally responsible for adhering to the principles set forth in this document.

Conclusion

- The Code of Ethics of Lorenc Logistic, s.r.o. is an essential tool for maintaining the trust of employees, customers, partners and the public. It represents our shared commitment to act honestly, fairly and in accordance with the best standards of business.
- This Code comes into effect on the day of signature and is binding for all employees of Lorenc Logistic, s.r.o. who are obliged to familiarize themselves with its content and follow it in the performance of their work.

Prepared on: 2.7.2025

Jana Kolářová, QEM signature:



It agrees with the wording:

Václav Lorenc, executive signatory:

