

# CODE OF ETHICS

The company's code of ethics applies to all company employees, as well as to other persons acting on behalf of FORTISCHEM a. s. Everyone is obliged to comply with the code of ethics, to act in accordance with its provisions and to support it.

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**FAIR** – we respect and behave in accordance with legal principles.

**OPPENNES** - we recognize freedom of speech for individuals and organizations.

**RESPECT** – we comply with safety standards, policies and rules.

**TEAMWORK** - we work as a team and we do not raise our own interests above the interests of the whole.

**INITIATIVE** - we initiate the investigation of every single violation of ethical and moral rules.

**SMART & POLITE** – we respect the privacy and human dignity of every person.

**CONFIDENT** – we act to protect the good name of the company.

**HONEST** – we create a favorable environment for employees, partners and the environment with a vision of economic prosperity.

**EMPATHY** - we are responsible for our actions.

**MAXIMIZE GOOD RELATIONS** – we provide regular and truthful information to employees, partners and the environment.