



# Code of Ethics JSP, s.r.o.

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ISO 9001  
ISO 14001  
ISO 45001

## Foreword

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The good name of JSP, s.r.o. (hereinafter referred to as JSP) is the company's most valuable asset and is reflected in our core principles and corporate values. We create an environment where violations of competition rules, corruption, bribery and discrimination are excluded. These values, which we all share and support, are a fundamental unifying element of the company and help us to pursue our strategy of profitable growth.

The Code of Ethics defines the general and specific rules of work at JSP and forms a guideline for behavior and decision-making, with particular emphasis on impartiality, avoidance of conflicts of interest and, in general, honest and decent behavior towards customers and colleagues.

JSP builds its future on the ethical principles that declares and strives to build relationships of mutual trust with its clients, employees and business partners. All employees are therefore required to act in accordance with the Code of Ethics and actively uphold the company's values and principles.

We believe that it is particularly important for a strong ethical culture to create an environment where employees are comfortable reporting non-compliance with our Code of Ethics. Such deviations from the Code of Ethics may include suspected illegal or unethical conduct (which we collectively refer to as misconduct). We are required to investigate the reported suspected misconduct and take appropriate action based on the results of the investigation.

At JSP, we do not tolerate any form of retaliation or reprisal against an employee who reports suspected or known misconduct in good faith. We also do not tolerate retaliation against anyone else. All employees who engage in such retaliation will face disciplinary action.

We recognize that violations of the rules set forth in the Code of Ethics can be damaging to individuals, but most importantly to the reputation of JSP.



Ing. Vladimír Frýba  
CEO of JSP

## General principles

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- We conduct business according to standards of morality and ethics.
- We adhere to company policies and processes.
- We respect and comply with laws, standards and applicable regulations
- We abide by the Universal Declaration of Human Rights and respect each other's differences; we do not discriminate against anyone on the basis of nationality, ethnicity, age, gender, religious or political beliefs.
- We provide professional, impartial advice
- We always recognize and value the contribution of each individual
- We provide information, guidance and training to ensure the health and safety of all employees.
- We observe local and international ethics and professional standards.
- For activities that are not regulated by laws, regulations or other requirements, we follow the principles of transparency fairness and equity

## Health and safety

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- We care about our people and everyone else affected by our workplaces.
- We continually strive to build a work environment that promotes health, safety and mental wellbeing.
- We will ensure that our employees and others in our supply chain are appropriately trained and equipped to perform their jobs safely.
- We recognize the right of all employees to stop work that is unsafe and the obligation to stop such work.

## Relations between employees

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- We create a safe and healthy working environment and strive for continuous improvement.
- We ensure that employees have training and education opportunities that support their professional focus and development.
- We emphasize conduct and decision-making, impartiality, avoidance of conflicts of interest and, in general, fair and decent behavior towards customers and our own colleagues.
- We respect each individual and strive to work as one team. We encourage open and direct communication based on mutual respect.
- We treat everyone equally and offer the same employment opportunities to all. We do not tolerate any form of discrimination or bullying.
- We insist that employees respect each other's differences and do not discriminate on the basis of nationality, ethnicity, age, gender, religious or political beliefs.

## Fair conditions of work

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- We recognize human rights and fair working conditions for the people who work on our projects and sites and in our supply chain.
- Working conditions, working hours, wages and benefits must comply with applicable legislation.
- We do not allow any practice that restricts the free movement of employees, including requiring employees to surrender identity documents, passports or work permits as a condition of employment.
- We will not tolerate any form of human trafficking or child, forced or compulsory labor, including practices such as illegal or unlawful wage withholding. A child is defined as a person under the age of fifteen.
- When young workers are employed, they must be assigned work that is not mentally, psychologically, socially or morally dangerous or harmful and that does not interfere with their schooling by denying them the opportunity to attend school.
- No worker shall be subjected to physical, sexual, psychological or verbal harassment, abuse or any form of intimidation.
- We avoid discrimination on the basis of race, age, role, gender, gender identity, color, ethnicity, country of origin, sexual orientation, marital status, pregnancy, dependency, disability, social class, trade union membership or political opinion.

## Market behavior

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- We will not act contrary to our ethical principles and will not violate applicable laws and regulations.
- All employees are required to avoid actions that would cause JSP to engage in illegal activity.
- We are committed to competing fairly and will not tolerate any violations of antitrust, competition laws or related regulations.
- We do not tolerate engaging in bid-rigging through bid-stifling, supplemental or cover bids, bid rotation, or other mechanisms that limit fair competition in tenders.
- IT procedures include controls and security features to ensure an adequate level of data protection.
- Each staff member is personally responsible for the information he provides and the documents he produces and disseminates.

## Fighting corruption and bribes

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- We categorically reject any form of bribery and prohibit the offering of gifts, offering or accepting bribes in any form, whether direct or indirect, including commissions in the nature of a bribe, and the use of funds or other assets for any unethical purpose.
- We ensure that accurate accounting and other records are properly maintained to properly document all financial transactions.
- We will not tolerate soliciting, accepting, offering, approving or providing acts of corporate hospitality or gifts that might improperly influence or give the appearance of improperly influencing our business decisions or those of our employees or other collaborators. JSP has an established policy governing corporate hospitality and gifts that defines acceptable circumstances and monetary limits on acts of hospitality and gifts.

## Conflicts of interest

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- We actively seek to avoid conflicts of interest in our activities.
- We all have a responsibility to ensure that our decisions are in the best interests of our employer, regardless of personal gain.
- Conflicts of interest may arise in the provision of various entertainment, gifts, charitable contributions, contributions to political parties, sponsorships and close personal relationships with stakeholders.
- If a potential conflict of interest has arisen or may arise, each employee is required to report it to his or her supervisor.

## Environment

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- We are ISO 14001 certified.
- We support the development of technologies that reduce environmental impact and promote solutions that use alternative resources.
- We act in accordance with relevant international and local environmental standards.
- We look for ways to improve our own environmental impact.
- We aim to continuously improve the environmental performance of our projects, products and services and to reduce negative environmental impacts throughout the life cycle of these projects, products and services.