

CODE OF CONDUCT OF HESCON s.r.o.

I. Preamble

1.1 This Code of Conduct, based on corporate values, represents a set of approaches and behavioural standards, which both our managers and staff undertake to follow.

1.2 A good reputation and a justified confidence from our business partners are among our most important corporate values.

1.3 All of our employees are obliged to act in accordance with this Code of Conduct, uphold the high moral standards in their business and workrelated conduct and promote a corporate culture of mutual trust and respect.

II. Principles

A/ Company Management

1. Ensures that all business intentions and objectives are communicated to the employees.
2. Pays attention to both the professional and personal growth of our employees in accordance with business needs.
3. Undertakes to form conditions allowing for work in a dignified environment with no prejudice.
4. Does not tolerate any form of harassment.
5. Runs the business in accordance with the law and forms partnerships based on mutual trust, without any favouritism.
6. Keeps all information pertaining to business partners and all terms of business confidential.

B/ Employee

1. Is responsible for his/her own actions. Behaves so as not to hinder his/her co-workers, complicate work or prevent initiative.
2. Is obliged to protect information pertaining to the company business activities that is deemed confidential.
3. Does not disclose any information about the company business, financial standing, personnel and other internal matters.
4. Acts both as a private person and a representative of the company, which is why he/she needs to pay attention to its reputation and protect its interests.
5. Respects the business activities of the company and channels his/her efforts towards achieving the set goals.
6. Complies with all applicable environmental legislation and performs his/her work so as to avoid environmental threats and pollution.
7. Is obliged to protect any entrusted assets from loss, damage, abuse or destruction.

CODE OF CONDUCT OF HESCON s.r.o.

8. In an emergency, he/she must try to prevent damage to the best of his/her abilities, and if possible, warn others of the situation.
9. Creates equal business terms for all suppliers and does not prefer one supplier to another.
10. Does not accept any material or financial gifts from suppliers.
11. Makes sure that his/her clothing and appearance correspond to the aesthetic criteria of the company, and complies with the generally valid social conduct standards.
12. Is aware that the Code of Conduct is an internal standard binding to all employees and hereby acknowledges that he/she will comply with it.

In Trenčín, dated February 5, 2009

Ing. Erik Hrnčiar
Company Manager