

ETHICAL CODE OF VENTUS TRANS s.r.o.

The Ethical Code of VENTUS trans s.r.o. establishes the foundations of ethical behavior and the principles of communication in relation to business partners, external collaborators, as well as employees.

- The Ethical Code of VENTUS trans s.r.o. establishes the foundations of ethical behavior and the principles of communication in relation to business partners, external collaborators, as well as employees.
- VENTUS trans s.r.o. is committed to conducting business according to the highest standards of morality and ethics, while adhering to the legal norms and regulations in force in the country in which it operates.
- The company cares about a high level of health and social care for employees and creates conditions for a safe working environment. Care for safety and health at work and improvement of working conditions are part of the fulfillment of work tasks. The company's managers at all levels of management are responsible for fulfilling the tasks within the defined scope.
- Customers' wishes and requirements are fulfilled with the best knowledge, according to the principles of decent behavior and with the aim of ensuring professional service.
- Employees must not solicit or accept services, gifts, or benefits from customers or suppliers. Gifts and benefits may be exchanged at a level that does not exceed customary local courtesies in accordance with ethical business practices and applicable laws.
- Employees, even outside of employment, care about the good name of VENTUS trans s.r.o., as well as the good name of business partners.
- The management of VENTUS trans s.r.o. actively responds to comments and suggestions from business partners and employees that may increase the quality of services or otherwise improve the company's business credit.
- Employees of VENTUS trans s.r.o. conscientiously perform the entrusted tasks, while fully utilizing all available company resources to satisfy the customer.
- When dealing with clients, employees are obliged to properly and conscientiously represent the company, respect the confidentiality of information and maintain trade secrets, not to misuse non-public information, and respect the right of third parties to freely express their opinions.

- Regardless of gender, nationality, age, and race, every employee is obliged to observe the basic rules of social behavior.
- VENTUS trans s.r.o. cares about a positive working environment and teamwork, while supporting employees in their professional activities as well as in their private lives.
- All employees are obliged to work in accordance with the laws and regulations relating to environmental protection that apply to their workplace. Our business activities affect the environment, and therefore we are committed to improving our impact on the environment through preventive measures and the use of environmentally friendly technologies.
- In its activities, the company complies with applicable laws and regulations, which it also requires from its business partners. It does not participate in illegal trade in products (tobacco products, alcohol, etc.) or in the drug trade. The company maintains the confidentiality of information obtained in business relationships, does not provide it to third parties and prevents its misuse.
- The management of VENTUS trans s.r.o. deals with all suggestions and information in connection with violations of this ethical code and, if necessary, also ensures the adoption of appropriate measures.

In Třinec on May 12, 2025

Dominika Rovňaníková

Executive Director of VENTUS trans s.r.o.