



**Code of Ethics of the suppliers of the company ČD
Cargo, a. s.**

I. Introduction

The company ČD Cargo, a. s. as a freight carrier is aware of the social responsibility arising from its position on the market. To its customers, employees and business partners, the company ČD Cargo, a. s. acts as a responsible and credible partner with a view to maintain sustainable development.

Part of the responsible approach of the company ČD Cargo, a. s. is also the responsible selection of suppliers, and the company ČD Cargo, a. s. expects from all its suppliers to actively promote and observe the values and principles expressed in this Code of Ethics in their activities, thereby actively helping to fulfil the mission of the company ČD Cargo, a. s. For this purpose, the company ČD Cargo, a. s. issues this Code of Ethics of the suppliers of the company ČD Cargo, a. s., which incorporates the requirements and principles imposed by the company ČD Cargo, a. s. to its suppliers.

II. Subject of modification

This Code of Ethics of suppliers of the company ČD Cargo, a. s. (hereinafter referred to as the “Code of Ethics”) is part of the agreements concluded between the company ČD Cargo, a. s., company ID: 281 96 678 (hereinafter referred to as “ČDC”) and its suppliers. It is also published on the website www.cdcargo.cz.

The suppliers shall take appropriate measures to ensure compliance with the Code of Ethics for all persons and entities they use in cooperation with ČDC.

III. Obligations of the ČDC suppliers

1. To comply with generally binding legal regulations valid both in the Czech Republic and in the country of the supplier’s registered office and in all countries in which the supplier operates.
2. Not to tolerate illegal activities.
3. To fulfil the obligation to the state and administrative authorities arising from tax and other regulations.
4. To record financial transactions and keep true accounts in accordance with accounting principles, in particular ensuring that all statements, documents and invoices are accurate and complete and that they are not erroneous or misleading.
5. To fulfil trade payables, payables to the state, health insurance companies and social security institutions, as well as payables to partners and associations, payables due to the issue of bonds, etc.
6. Prohibition of any form of corruption and bribery:
 - not to tolerate any form of corruption or bribery
 - not to participate directly or indirectly in any form of corruption or bribery
 - not to engage in harassment or any other form of manipulation of public procurement procedures and do not to engage in any other form of anti-competitive practices

- not to directly or indirectly offer or provide any payment, reward or other benefit to any person or entity for the purpose of obtaining, retaining or controlling a business opportunity or ensuring any other undue advantage in carrying on business, or which would be provided to induce such person to act in conflict with mandatory obligations
7. To respect the competition rules
- to act in accordance with national, European and international competition rules, observe the rules of fair competition
 - to refrain from unfair competition practices
 - to observe consumer protection rules and refrain from unfair commercial practices
8. Protection of intellectual property rights, of ČDC property, trade secrets and personal data
- to be mindful of the protection of ČDC property
 - to be mindful of the protection of intellectual and industrial property rights of others
 - to ensure that all handling of personal data is performed in accordance with the relevant legislation
 - to ensure the protection of trade secrets and confidential information
9. Respecting employees' rights
- to follow the applicable labour law standards
 - to ensure that all employees are properly trained and have the appropriate equipment for safe work and have a healthy working environment, including its continuous improvement
 - to provide equal opportunities for people regardless of their age, race, colour, sex, nationality, religion, ethnicity, social origin, disability, sexual orientation, world-view or other different characteristics, not to allow or not to tolerate discrimination
 - to recognize special needs of employees under the age of 18
 - not to allow practices such as unlawful or illegal withholding of wages, to pay employees properly wages and other benefits to which the employees are entitled
 - not to tolerate any form of forced labour
10. OSH
- to comply with regulations on safety and health at work, fire protection
 - to reduce risks and take necessary preventive measures against accidents at work and occupational diseases
 - to inform suppliers about health and safety risks arising from their activities
11. Environmental protection
- to be mindful of environmental protection
 - to perform activities in an environmentally responsible manner and in accordance with the relevant legislation
 - to try to minimize negative impacts of their activities on the environment
12. Relationships with suppliers
- to properly perform contracts with suppliers and comply with their obligations

- not to provide any payments, benefits or other remuneration to any persons representing the suppliers, especially not to those who participated in their selection as suppliers or with whom they cooperate in the performance of their business relationships

IV. Violation of the Code of Ethics

1. If a violation of this Code of Ethics is found, ČDC and the supplier define corrective measures and means.
2. The supplier agrees that ČDC is entitled to check whether they comply with the provisions of the Code of Ethics. For this purpose, the supplier will provide ČDC with cooperation, relevant information and documents.
3. In case of a reasonable suspicion of a violation of this Code of Ethics, ČDC is entitled to request that the supplier provides them with an explanation or more information on the verified suspicion, including information on whether and what measures the supplier has taken.

V. ČDC statement

The company ČD Cargo, a. s. as part of its activities, adheres to the values and rules expressed in this Code of Ethics and promotes their observance within its business activities.

This Code of Ethics Code of Ethics of suppliers for the company ČD Cargo, a. s. takes effect on 1 January 2021.