



CODE OF ETHICS

BRANO GROUP a.s.

We support an environment in which team members contribute to success, security and cool in the workplace, in society and in its surroundings from supplier to customer.

Slogan:

BRANO GROUP

**Locking
system, jacks
and car
equipment
suitable for all
continets**

**Hradec nad Moravicí
October 2025**

Company policy

Comply with the legal order of the Czech Republic, obligations arising from Czech legislation and contractual relations between customers and suppliers.

- Consider fulfillment and respect for concluded contracts, arrangements, obligations and fair behavior between business partners as the basic principle of one's behavior.
- Create an atmosphere of trust and correctness with their attitudes and behavior.
- Guarantee the quality of its products and services in the full range of valid standards, certificates, descriptions and declarations and also provide its business partners with all information for optimal and safe use of the products and services sold.
- Continuously build corporate culture and its constant innovation.

- We are committed to environmental protection (development and production of environmentally friendly products with declared responsibility for the effects of the product on the environment throughout its life cycle). The commitment is associated with building and maintaining true and open communication about the company's impact on the environment with interested groups.
- Implement a policy of continuous improvement of all measures to protect health, safety and the environment in order to achieve more favorable results and continue to continuously improve the company's profile.
- In the course of its activities, do not use unfair practices, such as illegal obtaining of information, bribery, price agreements, etc., against suppliers, customers and other interested parties, which may endanger or harm other entities operating in the given market.



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- The company's financial data, which BRANO GROUP provides to stakeholders, is always a true picture of reality.
- BRANO GROUP respects the intellectual property of other entities, does not knowingly use counterfeit parts and observes the rules of competition and the rules of import and export goods in accordance with applicable legislation.
- We have no tolerance for corruption and unfair competition. We do not (directly or indirectly) accept or provide financial payments or other kinds of rewards, which could lead to conflict with laws or ethic rules. We cooperate only with persons without any conflict of interests and by them we know with certainty, that their founs have origin strictly from legal sources. We také care about safety of all kind of informations and data protection, especially of such kind of informatiions, which could lead to the breaching of intellectuall property.
- To handle personal data in accordance with the relevant legal regulations and to ensure the protection of the personality of all those whose data is processed to the necessary extent in connection with the activities of our company.
- The company's human rights policy explicitly prohibits discrimination against people with disabilities and other socially disadvantaged groups, prohibits discrimination based on an employee's marital status or relationships, prohibits discrimination based on pregnancy and maternity.
- We lead our employees to act with integrity, decency and personal responsibility as well as for compliance with these "Principles".
- The Company employs employees over the age of 18 on the basis of their fitness for the job without any political, racial, religious or ethnic discrimination, regardless of gender, age or status. It goes without saying that we treat all employees equally with dignity and respect, we do not tolerate any form of discrimination or bullying, child or forced labor.
- Employees always act and act, even in their extracurricular activities, with the knowledge that they represent the company BRANO GROUP, a.s. and their improper conduct, conduct or expression could damage or detract from the employer's reputation.



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Employee policy:

- I always act honestly, openly and politely.

- I guarantee the results of my work, which is high quality and effective.
- I respect the customer who will enjoy the results of my work: quality is the primary concern of the company.
- I realize that the customer is not dependent on the company, but the future of the company depends on him.
- I work independently, but when making difficult decisions on key company issues, I am aware of the need to work in teams.
- I like teamwork, I want to work and be a member of a successful team. I appreciate the mutual willingness to accommodate each other.
- I respect the tasks of co-employees, I do not reject their suggestions in solving problems - just like me, they contribute to achieving the set goals of the company.
- I think creatively - innovation is no stranger to me.
- I am able and ready to respond to changes if it is in the interest of the company to change the "used" style of my work.

- **It goes without saying for me:**
 - Be proud of the company I work for
 - To stand behind the company brand and the achieved results in public
 - Promote the maintenance and promotion of the company's reputation
 - Adjustment of the exterior with regard to the work I do



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Order in the workplace Complaints, comments and breaches of the Code by company employees and stakeholders:

If an employee has any questions, is concerned about something, or wants to provide information regarding non-compliance with the principles of the Code of Ethics, he or she chooses to:

- inform his / her supervisor
- inserts the complaint into the box marked "CODE OF ETHICS" at the personnel department - send email: kodex@brano.eu (also for interested parties)

The Company will investigate all reports fairly and thoroughly and take appropriate action. The company expects everyone to cooperate fully in any internal investigation. The Company will not take any action against a person who has reported a possible violation of the Code of Ethics. This means that the employee will not be dismissed or otherwise discriminated against in any way because the employee has reported possible breaches of the rules. This does not apply to persons who knowingly make false accusations or intentionally provide incorrect information.

Each company in the BRANO GROUP, a.s. is and will be as good as its employees are and will be. Therefore, it will always strive to ensure that its employees are only the best. At the same time, it will give them space to do so.

Ing. Pavel Juříček Ph.D.
Předseda představenstva
BRANO GROUP, a.s.

Ing. Jozef Hodor
Generální ředitel
BRANO a.s.

Ing. Petr Petr
Představitel managementu pro kvalitu
BRANO GROUP, a.s.