



ŠKODA JS a.s.

## SKODA JS a.s.'s Ethics Code

This Code is an ethic standard of the SKODA JS a.s. Company, and it is binding for all employees of the Company.

### **The Company's good name**

We always act in favor of the Company and we represent the Company by our behaviour and acting even beyond workplace and working hours, we protect the Company's interests and good name. We cooperate on creation of the Company's good name in accordance with its long-time goals and policy and with effort of successful development and prosperity of the Company.

### **Relationships with business partners**

In relations with business partners we act self-confidently and honestly. We do not harm our competitors' good names and we do not transmit information entrusted to us without prior consent. We act in accordance with legal regulations and corrupt practices of any kind are inadmissible.

### **Professionality**

We always practise our working activities in a qualified manner, using professional skills and experience. We are well aware of our responsibilities and we keep improving ourselves in all fields of our activities. We are seeking to make good working background, which is the keystone for development of individuals and teams.

### **Propriety and behaviour**

We place extra emphasis on mutual relationships, especially on honest, open and fair behaviour. We cooperate with our colleagues and we respect the principles of cooperation, politeness and collegiality. We respect the code of conduct. We wear decent clothes, we care about neat appearance and by our behaviour we represent the Company in relation to both business partners and public.

### **Regard to the Company's property**

We only use material and immaterial property of the Company for the Company's purposes. We protect the Company's property, we have responsible attitude towards working means entrusted to us and we prevent damages on the Company's property. We remain discreetness about all facts and information we gain during employment in the Company.

### **Social responsibility**

Social responsibility means our engagement to behave responsibly, in the frame of our activity, to the environment and to the company in which we carry business.

- We know the policy of quality, environment protection and safety at work including the Company goals in the field of control systems, and we contribute to their fulfilment by our active attitude.  
We understand the social meaning of our nuclear devices safety and we respect the principles of safety in the frame of all procedures in the Company – we follow „Safety Culture“.  
We are ecological, i.e. we choose technological procedures and materials which save energy and do not harm environment.
- We actively support education in the region, socially beneficial projects, we create job opportunities in the region.

In Plzen, on July 13th, 2010

Miroslav Fiala  
General Director