

1. Working conditions, human rights, respect

FAVEX respects and acts in accordance with internationally recognized human rights principles, as well as Czech and European legal regulations. It complies with legal regulations and maintains equal access for all natural and legal persons, respecting the principles of law and justice. It does not tolerate or support any form of unequal treatment, discrimination, harassment, persecution, or other forms of disadvantage based on gender, race, ethnicity, religion, age, disability, sexual orientation, nationality, political opinion, social background, or other characteristics.

The company guarantees fair performance evaluation, work results, fair remuneration, and working conditions that comply with all legal requirements.

2. Prohibition of corrupt, illegal and unethical conduct

FAVEX undertakes to always act legally, i.e. in full compliance with the legal order of the Czech Republic, as well as with other applicable laws. It does not tolerate any forms or types of bribery, corruption, or any other similar illegal or unethical conduct. Under all circumstances, it is prohibited to promise, give, or receive gifts in the form of cash or similar payment methods, gift vouchers, etc., except for gifts with the logo of the business that are of negligible value. The company supports a work environment where everyone can openly express their opinion. At the same time, it has a programme that ensures the confidentiality of informants among the staff and prevents retaliatory measures against these staff members. To fulfil this requirement, an adequate system for addressing employee complaints and resolving disputes has been established, internal reporting systems are in place, and no form of retaliation or revenge against individuals who have reported suspicions of corrupt behaviour in good faith is tolerated.

Employees must not prioritise their personal interests over the interests of the company, and their conduct must always be professional.

FAVEX warns against relationships of mutual dependence and inappropriate influence from other parties that could jeopardise the objective and impartial fulfilment of its duties.

3. Collaboration with business partners

FAVEX deeply values its business partners and aims to continue creating long-term, mutually beneficial partnerships based on transparency, collaboration, trust, and respect. It commits to adhering to the rules of fair competition, i.e., to respect and comply with all applicable laws and regulations on the protection of competition, both at the national and international levels. Do not share with competitors information that is essential for business cooperation with other partners, do not negotiate agreements with competitors of business partners regarding prices, delivery conditions, or share information about costs, margins, or other significant facts contained in business offers or bidding strategies. Ensure that the entire process, namely the review, decision-making, assignment, and execution of business cases, is carried out solely based on clear and predetermined criteria and transparency. The aim is to develop mutual business relations in order to increase the quality, stability of supplies, and to provide the highest possible standard of services. FAVEX strives to comply with applicable legislation, particularly ensuring that it sources input materials only from responsible sources and collaborates with legal entities from conflict-affected areas. It does not purchase or otherwise trade in conflict minerals and commodities.

4. Communication, information, trust

FAVEX commits to treating everyone considerately and, where possible, on an individual basis, in a manner appropriate to their social capabilities and communication needs, conducted tactfully and in a way that respects the dignity of these individuals. It prevents activities, behaviour, and actions that could undermine the trust of others in FAVEX. Employees act in a way that contributes to the good reputation of the company. They maintain absolute confidentiality about all confidential facts regarding their business partners that they have learned while fulfilling contracts/providing services for the company, and they expect the same from them, and therefore they cannot be disclosed to other persons.

The exception to this information consists of information provided in the official promotional and presentation materials of the company or on the official information portals of state institutions or public authorities. The company keeps information confidential, protecting it with appropriate and reasonable security measures against misuse, theft, fraud or unauthorized access. All documents, statements, reports or other data must correspond to reality, be complete and accurate.

5. Occupational safety, health protection and environmental protection

The protection of our employees' health and responsible management of resources is one of the key priorities of FAVEX, which is reflected in all activities taking place within the company. It requires his employees to use all prescribed protective equipment, to comply with regulations and guidelines regarding safety and health at work, and does not tolerate careless behaviour. It commits to eliminating hazards and risks in the field of occupational health and safety, creating a safe, economical, and health-preserving working environment. The company is aware of its obligation to protect the environment, and therefore strives to reduce the impact of its operations in this area as well.

Buchlovice
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