



Code of Ethics of the MEGA Group

Code of Ethics
Amendment 2, October 2022



Introductory word of the owner

Only companies with clear guidelines for their appearance and behaviour, both externally and internally, are capable of further development and maintaining a high standard in their activities. In other words - not only the financial results are the criteria of a good and promising company.

— *Luboš Novák*



The MEGA Group

WHO WE ARE

Together, we are a group of technology companies with a global footprint and more than 30 years of experience.

WHAT WE DO

We offer industrial technologies that save resources and the environment to companies in the automotive, food, energy, chemical, pharmaceutical and other industries.

WHAT MAKES US DIFFERENT

The technologies and products we manufacture and offer are based on our know-how, the results of our own research and development and many years of experience. We provide our customers with outstanding care and service.



Values of the MEGA Group

The customer comes first, and all activities are aimed at their satisfaction.

Experienced and qualified employees are the backbone of the high quality of our products and services.

We apply equal treatment and recognition of the work of others.

The cornerstone of a respected business is fulfilling the legislative requirements and the needs of cooperating partners.



Ethics in business relationships

PROFESSIONALISM

RESPECT

LOYALTY

TRANSPARENCY



Professionalism

The employee shall act impartially and independently, objectively, honestly, without undue display of emotion and without pursuing personal gain so as not to jeopardize the reputation, respectability and credibility of the company. There shall be no conflict of interest in the employee's decision-making.

The employee shall present himself in a cultured manner, and ensure appropriate verbal and non-verbal communication.



Loyalty

The employee always defends the good name and interests of the MEGA Group. He/she shall act in accordance with the reputation and the Ethics of the MEGA Group. In business dealings, he/she shall not be influenced by undesirable external corrupt practices.

We do not harm competing companies. MEGA Group is a market leader in quality and unique solutions for which we are sought after by customers in all business sectors. We follow the path of innovative solutions.



Respect

The MEGA Group maintains relationships with its suppliers and customers based on mutual respect and understanding. We act professionally, respecting their knowledge and experience. We keep a cooperative and collegial environment, ensure the positive development of relationships and promote mutual openness and friendliness.



Transparency

The MEGA Group honours its legislative obligations towards all stakeholders, the state, suppliers, customers and employees.

The MEGA Group has clear owners, and annual reports, including financial reports, are regularly published. We support culture and sport in our regions of activities.



Ethics in the workplace

HEALTH AND SAFETY AT WORK

By improving working conditions and openly promoting workplace health and safety for all professions, we support employee performance and satisfaction.

ENVIRONMENT

We offer customers industrial technologies that save resources and the environment.

COMPLIANCE WITH LEGISLATIVE REQUIREMENTS

We regularly monitor the impact of changes in legislative and regulatory requirements on our business, particularly in the areas of labour and civil law, accounting and taxation, the environment, and work health and safety.

CORPORATE CULTURE

We always work with verified information and provide comprehensive and truthful information. At all levels of management, we apply both process and common sense.



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