
Code of Ethics

of the TEMPERATOR s.r.o. company

– Preamble –

This is the Code of Ethics established by TEMPERATOR s.r.o. with the aim to define and summarize:

1. an overview of the generally accepted ethical principles which are supported and honoured by TEMPERATOR s.r.o.
2. an overview of the rules which compliance may minimize the risk of any unlawful, undesirable, or unethical conduct so as to eliminate or reduce the risk of criminal liability of TEMPERATOR s.r.o. arising from Act No. 418/2011 Coll., on Criminal Liability of Legal Entities and Proceedings against Them, as amended.

This Code of Ethics is respected and strictly adhered to by the management of TEMPERATOR s.r.o., its responsible persons and employees as well as other cooperating persons. In accordance with this Code of Ethics, all of these persons fully support legal and ethical conduct and conduct in accordance with the laws of the Czech Republic, international and the European Union law.

TEMPERATOR s.r.o. and the aforementioned persons always act so that they carry out the business of TEMPERATOR s.r.o., consisting mainly in the development, production, distribution and sale of second-generation bio-fuels, including the purchase of initial raw materials, so that the products of TEMPERATOR s.r.o. will always achieve high quality. They work on development of positive relationships in the workplace, with their business partners and customers; they adhere to honest trade, cooperate with state authorities and respect their instructions, and prevent committing illegal activities.

In order to realize these objectives, TEMPERATOR s.r.o. adopts **this Code of Ethics of TEMPERATOR s.r.o.** (hereinafter referred to as "the Code of Ethics") and all of the aforementioned persons recognize and share its principles in any relation with business partners and administrations. TEMPERATOR s.r.o. puts its trust in this Code of Ethics to improve its company environment and culture.

– Basic Principles of the Code of Ethics –

1. TEMPERATOR s.r.o., its management, and all its employees (hereinafter referred to as "**TEMPERATOR s.r.o. and its affiliates**") pay attention to the professionalism, responsibility, honesty, dignity, quality and reputation of the company when acting on behalf of TEMPERATOR s.r.o.
2. TEMPERATOR s.r.o. and its affiliates comply with the rules of this Code of Ethics not only externally but also towards one another.
3. TEMPERATOR s.r.o. and its affiliates emphasize the integrity and fairness of business relations and respect the interests of their business partners.
4. TEMPERATOR s.r.o. and its affiliates strictly observe the legal order of the Czech Republic, international regulations and regulations of the European Union. All persons representing TEMPERATOR s.r.o. are obliged to act so as not to damage the reputation of TEMPERATOR s.r.o.

5. TEMPERATIOR s.r.o. and its affiliates want and will conduct their business exclusively in lawful manner, always with the utmost respect for ethical principles, regulations and rights of third parties. It is forbidden to participate in, benefit from, or intentionally support any illegal activity. TEMPERATIOR s.r.o. and its affiliates, in the course of their activities, are mindful of elimination of any property or non-property damage.
6. TEMPERATIOR s.r.o. and its affiliates insist on zero tolerance of unlawful activity, when repression occurs after the detection of such an activity.
7. TEMPERATIOR s.r.o. and its affiliates always conduct with maximum responsibility, dignity and respect for third parties. In their actions, they always ensure that their business activities comply with good morals, ethical rules and provide its services with the highest standard of personal and professional approach.
8. TEMPERATIOR s.r.o. shall proceed in such a way as to meet the objective for which it was founded and shall regularly inform its partners or investors of the current economic situation and plans.
9. TEMPERATIOR s.r.o. and its affiliates, in the course of their business, proceed fairly, conscientiously and transparently, always trying to meet their business obligations properly and on time.
10. TEMPERATIOR s.r.o. commits itself to regularly revise, amend, supplement the Code of Ethics and adapt to the current situation and applicable legal regulations. The main motive for writing and adhering to this Code of Ethics of TEMPERATIOR s.r.o. is to do everything that may be fairly demanded to avoid committing a crime.

– Basic principles of Act on Criminal Liability of Legal Entities –

1. TEMPERATIOR s.r.o. and its affiliates declare their readiness to respect for Act No. 418/2011 Coll., on Criminal Liability of Legal Entities and Proceedings against Them, as amended.
2. Pursuant to Act No. 418/2011 Coll., on Criminal Liability of Legal Entities and Proceedings against Them, as amended, legal entities including the TEMPERATIOR s.r.o. company, may be prosecuted for an offense committed in its interest or activity:
 - a) by the statutory body, its member or by an authorized person acting on behalf of TEMPERATIOR s.r.o., or by its supervisory body, or by other management executive, or
 - b) by an employee while performing their work tasks, if the criminal offence was subject to a decision, approval or instruction of a statutory body or management executive (hereinafter referred to as “the Responsible Persons”) or due to the Responsible Persons did not take such measures that:
 - they should have taken in accordance to other regulation, or
 - may be fairly demanded, in particular if they did not exercise compulsory or necessary supervision of activity of employees or of other persons to whom they are superior, or they did not take the necessary measures to prevent or avert the consequences of the offence committed.
3. With regard to the above liability of TEMPERATIOR s.r.o. for the actions of its employees in the above mentioned cases, it is highly desirable that if the employee doubts or is uncertain about the instruction given by the superior employee or by the management of the company, or about internal rules or binding instructions of TEMPERATIOR s.r.o., or even the current amendment of regulations such employee is obliged to communicate their doubts to their

supervisor or management, or to request further information or expert opinion in order to eliminate the risk of infringement. If an employee is concerned that they may commit an act of unlawful act, it is recommended requesting a written instruction or decision, or consulting the management of TEMPERATIOR s.r.o.

4. Criminal liability of TEMPERATIOR s.r.o. pursuant to Section 8 (3) of Act No. 418/2011 Coll. on Criminal Liability of Legal Entities and Proceedings against Them, as amended, does not prevent, if it is not possible to find out the individual who acted unlawfully.
5. Pursuant to § 9 of Act No. 418/2011 Coll. on Criminal Liability of Legal Entities and Proceedings against Them, as amended, TEMPERATIOR s.r.o. may become a perpetrator of a criminal act if it may be attributed to a violation or threat to an interest protected by the Criminal Code in the form of conduct pursuant to paragraph 2 of this Article. TEMPERATIOR s.r.o. may become a perpetrator of a crime even if it uses another legal entity or natural person to carry out such an act. Criminal liability of TEMPERATIOR s.r.o. does not affect the criminal liability of natural persons who directly committed the crime, if they proceeded in the manner specified in paragraph 2 of this Article, nor does the criminal liability of TEMPERATIOR s.r.o. affect such natural persons.
6. Every employee of TEMPERATIOR s.r.o. and each of its Responsible Persons are acquainted with the content of the List of Acts considered to be unlawful, undesirable and unethical, by submitting a document for reading, periodic training on the document with the opportunity to ask questions and request explanations of misunderstood passages. If, nevertheless, any employee or Responsible Person commit an unlawful act on behalf of TEMPERATIOR s.r.o., in their interest or their activity, it is solely an excess of that particular individual from whom TEMPERATIOR s.r.o. distances.
7. In accordance with Act No. 418/2011 Coll., On the Criminal Liability of Legal Entities and Proceedings Against Them, as amended, the Responsible Persons of TEMPERATIOR s.r.o. undertake to respect the laws of the Czech Republic, international and the European Union regulations, and internal regulations of TEMPERATIOR s.r.o. in a responsible and professional manner, and they undertake to give their instructions to employees fairly, unambiguously and professionally, and they shall be cautious in their actions towards employees of TEMPERATIOR s.r.o.
8. The Responsible Persons of TEMPERATIOR s.r.o. will regularly review and evaluate the quality and effectiveness of measures already taken to prevent the risk of criminal liability of TEMPERATIOR s.r.o. and, on the basis of their knowledge, to propose further or other appropriate measures as they deem better.
9. All employees and the Responsible Persons of TEMPERATIOR s.r.o. have been acquainted with the existence of the entire Compliance Program and are acquainted with the possibility of reporting risks of criminal liability in person, to a selected person - the Compliance Manager, or anonymously via the Ethical Line, and they undertake to do so if they witness illegal, undesirable or unethical conduct, especially as defined in the overview of unlawful, undesirable or unethical conduct, which is a part of the documentation to the Ethical Line of TEMPERATIOR s.r.o.
10. TEMPERATIOR s.r.o. and its affiliates undertake to pay due attention to the conduct of their co-workers, their superiors and subordinates, as well as those persons acting on behalf of the business partners, both in the long-term and one-time context, and to the potential behavioural deviations, which might be signals of unlawful, undesirable, and unethical conduct. For such deviations - so called warning signs alerting to corruption - may be considered in particular, but not exclusively, the following:

Warning signs alerting to the possibility of unlawful and corrupt conduct

- the luxury or manifestly disproportionate high lifestyle of the person outside the standards and without justification in remuneration or family situation;
- advancing cooperation with a particular business partner, although their services cannot be assessed as the most advantageous due to price, quality, speed or reliability;
- identifying specific or secret information about a contract with a business partner, although this is not the information needed for their duty;
- receiving frequent or disproportionate benefits and gifts from third parties (special and otherwise unavailable discounts, service vouchers, participation in business partners' events, etc.);
- conspicuous or repeated unjustified retreats in dealing with a particular counter-party or a similar behaviour obliging counter-parties;
- increasing introversion and distance, sudden changes in behaviour towards colleagues and superiors;
- performing a competitive activity without the consent or knowledge of the employer for a competing company, counter-party or on their own account;
- unjustified lack of interest in career growth;
- unjustified opposition to transfer to another project or position, especially when linked to an increase in salary;
- presence in the workplace outside working hours;
- negative reactions to assigned tasks or specific business partners without giving a reason;
- circumvention of regulations; an increasing number of deviations from known working procedures and their subsequent documentation and archiving;
- giving preference to oral agreements over written ones, giving preference to telephone contact over email one, missing documentation or correspondence documenting the procedures;
- unjustifiably intensive and frequent personal meetings with a particular business partner without the participation of other persons;
- the counter-party's insisting on resolving the matter only with the concerned employee;
- disregarding of non-standard situations and undesirable behaviour or unlawful conduct, or their excusing;
- social or family problems and negative forms of addiction;
- lack of supervision or over-confidence in places where there is an increased risk of corruption;
- assigning tasks to only particular person;
- lack of transparency of conduct and impossibility to justify specific decisions or instructions.

The above mentioned suspicious circumstances indicate the most common and general indications of which a higher or cumulative presence should lead the Responsible Persons and all employees of TEMPERATOR s.r.o. to vigilance and further monitoring of the situation with an objective to assess whether or not it is about an infringement or corruption directly.

The management of TEMPERATOR s.r.o. is entitled to monitor and regularly evaluate the compliance of all employees with the rules of this Code of Ethics. Breach or repeated violation of any herein mentioned principles may and will result in disciplinary punishment in accordance with

applicable labour regulations and internal regulations of TEMPERATOR s.r.o., and in case of a gross or repeated violation of this Code of Ethics, the employment may be terminated.

– Ethical rules in relation to state authorities, legislation and the public –

1. TEMPERATOR s.r.o. administrates, maintains, and archives all of its official documents in accordance with the law and protects them against the possibility of misuse, alteration or loss.
2. TEMPERATOR s.r.o. keeps accounts in accordance with the legislation of the Czech Republic so that it contains veracious and accurate information on its economic activities. TEMPERATOR s.r.o. pays taxes properly and on time, submits VAT reports and returns on a timely basis and avoids any action that may be assessed as a violation of tax law or even a criminal act. Concurrently, all other mandatory payments and administrative fees are paid duly and on time. TEMPERATOR s.r.o. is always ready to provide explanations or to be of assistance to the tax administrator when required.
3. TEMPERATOR s.r.o. shall administrate all documents required by customs legislation carefully and properly and shall at all times be prepared to provide any assistance necessary for the completion of documents or inspections carried out by the Customs Office.
4. TEMPERATOR s.r.o. administrates all documents relating to its employees in accordance with the law and respects the principles of labour-law and occupational safety and exclude forced labour and any forms of discrimination or bullying.
5. TEMPERATOR s.r.o. fully cooperates with all public authorities, in particular, provides duly and punctually relevant complete and veracious information and assistance to them.
6. TEMPERATOR s.r.o., its employees and the Responsible Persons act in a manner to protect the environment and not to cause any environmental damage in connection with their business activities.
7. TEMPERATOR s.r.o. does not support any political party or political person financially or in other way. TEMPERATOR s.r.o. does not provide gifts or other benefits to third parties that could harm the good reputation of TEMPERATOR s.r.o.
8. TEMPERATOR s.r.o., to the appropriate extent, within the bounds of possibility, but in a transparent manner, supports chosen foundations, charitable activities, charitable events, or charitable causes.

– Ethical rules in labour relations –

1. This Code of Ethics is binding on all employees, executives and the Responsible Persons of TEMPERATOR s.r.o.
2. TEMPERATOR s.r.o. and its affiliates shall endeavour to achieve good results of business activities and they fulfil their given undertakings. In aiming on the outcome, they focus on meeting goals in accordance with the required assignment, deadline, expected costs and quality required. In meeting these goals, the prescribed procedures will be respected, regardless of their time consumption. Each employee will focus on the result and at the same time will look for opportunities for improvement, each employee works within their speciality according to the instructions given and independently, but in cooperation with other employees.
3. The employees were duly instructed in their rights and obligations arising from employment with TEMPERATOR s.r.o. and with regard to that they are aware of entitling to file

announcements, complaints, suggestions and other submissions concerning the performance of their work, the work of their colleagues or of the management.

4. The employees of TEMPERATIOR s.r.o. may and must notify of unlawful, undesirable, or unethical conduct, however, they may also make submissions suggesting measures to eliminate risks or for improvement. The employees of TEMPERATIOR s.r.o. may apply for training to improve their work or deepen their qualifications.
5. Employees of TEMPERATIOR s.r.o. are obliged to refuse conduct or activity that could commit a criminal offense, commit a violation of the CR or the EU legislation, or of the internal regulations of TEMPERATIOR s.r.o.
6. If the employee of TEMPERATIOR s.r.o. doubts or is uncertain about the instruction given by the superior employee or the management of the company, or about the internal rules or binding instructions of TEMPERATIOR s.r.o., or even about the current amendment of legal regulations stipulating obligations directly to them or the company itself, such an employee is obliged to communicate their doubts to their supervisor or the company management, or request further information on the further procedure or expert opinion to take action to eliminate the risk of an infringement.
7. **The declaration of management's rights towards the employees - the management of TEMPERATIOR s.r.o. declares the following rules that it adheres to in the industrial relations:**

- a) recruits, employs, and financially remunerates its employees solely on the basis of their work abilities, experience, and achievements, always in a just way,
- b) prohibits any form of discrimination, whether by race, sex, sexual orientation, marital status, age, religion, etc.,
- c) secures, requires and complies with health and safety at work,
- d) respects the rights and privacy of its employees, as well as their personal values, opinions and needs,
- e) makes the necessary information reasonably accessible for the proper performance of work,
- f) actively supports regular education and training of its employees,
- g) provides a suitable and motivating working environment,
- h) is exemplary in its behaviour and assumes the responsibility of inspiring other employees,
- i) accepts their views and proposals aimed at the development of TEMPERATIOR s.r.o.

8. The declaration of employees' rights towards the management:

- a) The employees of TEMPERATIOR s.r.o. always act in favour of TEMPERATIOR s.r.o. and honour the good reputation of TEMPERATIOR s.r.o., which they undertake to respect and protect.
- b) The employees of TEMPERATIOR s.r.o. always strictly observe the valid legal regulations of the Czech Republic, international regulations and regulations of the European Union, internal regulations of TEMPERATIOR s.r.o. in their actions, and they undertake to actively check the up-to-dateness of the relevant regulations they need to perform their work.
- c) The employees of TEMPERATIOR s.r.o. purposefully and sensibly manage the entrusted property, heed the prevention of damage; they do not misuse the entrusted funds for their private purposes, unless the use for private purposes is agreed.

- d) The employees of TEMPERATOR s.r.o. purposefully and sensibly manage the entrusted property, heed the prevention of damage; do not misuse the entrusted funds for their private purposes, unless the use for private purposes is agreed.
- e) The employees of TEMPERATOR s.r.o. actively precludes the possibility of conflict of own interests with the interests of TEMPERATOR s.r.o. or its business partners, both by prior notice of such an option (if known in advance) and, if appropriate, by later notification and proposal for reassignment to another project. If neither solution is realistic, they undertake to favor the interests of TEMPERATOR s.r.o. over their own interests.
- f) The employees of TEMPERATOR s.r.o. undertake not to misuse their position in TEMPERATOR s.r.o., gathered information and data or business contacts in connection with the performance of their work, to enrich themselves or others.
- g) The employees of TEMPERATOR s.r.o. undertake not to do the same work they do for TEMPERATOR s.r.o. for business partners or competitors of TEMPERATOR s.r.o. during their employment in TEMPERATOR s.r.o., especially if such work can endanger or disadvantage TEMPERATOR s.r.o. in any way.
- h) The employees of TEMPERATOR s.r.o. respect the rules of personal data and other data processing, maintain the confidentiality of business secrets and know-how of TEMPERATOR s.r.o., as well as they respect the copyrights of others and protect other forms of intellectual property, even after termination of their employment.
- i) The employees of TEMPERATOR s.r.o. respect the principle of confidentiality towards their employer, and they undertake not to reveal, disclose or misuse internal non-public information of the company, or not to use business contacts obtained in connection with their work duties or in another way, neither for their own benefit nor for the benefit of others, nor for other than business purpose.
- j) The employees of TEMPERATOR s.r.o. fully respect the absolute prohibition of offering, promising, accepting or providing donations, financial rewards and other unjustified benefits to third parties or persons, unless they are minor promotional items provided or received with the knowledge of TEMPERATOR s.r.o. and within the ordinary business conventions.
- k) The employees of TEMPERATOR s.r.o. will promptly report, in person or via the Ethical Line, suspected serious violation of this Code of Ethics, violation of laws, or unlawful, undesirable or unethical conduct of their colleagues, management or counter-parties.
- l) The employees of TEMPERATOR s.r.o. duly and maximally use their working hours to carry out the assigned tasks and to achieve the desired results and they approach their work in a professional, objective, conscientious and creative manner attend to their professional development and continuing education during or outside working hours.
- m) The employees of TEMPERATOR s.r.o. respect the absolute prohibition of consumption of any alcoholic beverages, narcotics, psychotropic substances and other addictive substances during working hours or before the working hours so that the effects of such substances may last until the start of their working hours.
- n) The employees of TEMPERATOR s.r.o. shall do their work duties without the prior consent of their supervisor or the management of the company only in the case of a scientific, educational or artistic activity, or such an activity does not endanger or disadvantage TEMPERATOR s.r.o. within its business.
- o) The employees and the Responsible Persons of TEMPERATOR s.r.o. are aware that, according to Act No. 418/2011 Coll. on Criminal Liability of Legal Entities and Proceedings against Them, as amended, their actions may give rise to criminal liability for

TEMPERATIOR s.r.o. and therefore they will proceed only in such a way that they do not commit illegal activities.

9. The declaration of employees' rights towards their colleagues:

- a) The employees of TEMPERATIOR s.r.o. treat one another with due respect and regard, and they fundamentally avoid any form of bullying, discrimination or any form of harassment.
- b) The employees of TEMPERATIOR s.r.o. communicate with one another amiably and respect the opinions of others objectively.

– Ethical rules in business relations –

- 1. TEMPERATIOR s.r.o., via its employees and the Responsible Persons, provides quality and professional services and produces high quality products and is responsible for their quality.
- 2. TEMPERATIOR s.r.o. proceeds in such a way that it does not harm its suppliers and customers, and if it evaluates that there is a risk of damage to its business partners, it shall inform them of this fact immediately after the detection of such a risk.
- 3. The TEMPERATIOR s.r.o. company, its employees and the Responsible Persons never provide untruthful, deceptive, misleading and incomplete information in the company's services and products offer.
- 4. The TEMPERATIOR s.r.o. company, its employees and the Responsible Persons act in business relations with respect to business partner and act politely, professionally and effectively.
- 5. TEMPERATIOR s.r.o. shall not disclose or release information about its business partners that is classified as confidential or business secrets and about which it is obliged to maintain confidentiality on the basis of law or a contractual obligation.
- 6. TEMPERATIOR s.r.o. meets its legal commitments, contractual obligations, and avoids accepting obligations and concluding contracts for which it is reasonable to doubt that TEMPERATIOR s.r.o. or contractual partner will not be able to meet the agreed deadline, quality or quantity.

– Ethical rules respecting the protection of personal data and intellectual property –

- 1. TEMPERATIOR s.r.o. and its interconnected persons when collecting, processing, storing and archiving of data and personal data (technical data, operational data, customer and supplier data, personal data of employees, etc.) always act with caution and diligence with an emphasis on generally established standards and procedures for securing such data against disclosure of such data to other than those authorized persons.
- 2. TEMPERATIOR s.r.o. and its affiliates treat the data of their employees, business partners and customers as strictly confidential; and, in principle, they do not disclose any data about them to third parties, except the consent is given by that particular person, or the obligation of TEMPERATIOR s.r.o. to provide such data is implied on grounds of legislation or a state authority appeal.
- 3. TEMPERATIOR s.r.o. respects and protects copyrights, patents or licenses of third parties and respects all forms of intellectual property.

– Ethical rules in insolvency proceedings, economic competition, public tender and public procurement –

1. TEMPERATOR s.r.o. adheres to the law and rules of fair competition and does not abuse its position on the market, does not violate any other unfair competition legislation, ie it does not perpetrate mislead advertising, misleading labelling, free-riding on reputation, bribery, breach of trade secrets etc.
2. TEMPERATOR s.r.o. undertakes not to conclude any agreement restricting or distorting economic competition.
3. TEMPERATOR s.r.o. shall not accept, be made a promise, provide, or offer any property benefit or other benefits in breach of the principles and rules of the insolvency proceedings.
4. TEMPERATOR s.r.o. undertakes not to deliberately cause damage in connection with the award of a public procurement, competition or auction, or not to arrange preference or more favourable conditions for itself or others to the detriment of others.
5. TEMPERATOR s.r.o. undertakes not to provide, offer, promise, request or accept any property or other benefit for refraining from participating in a public procurement or auction, and, if participating in such a public procurement, it submits a bid to the extent that is feasible and it states solely true data. If any abnormality is found in the procurement procedure that arises a suspicion that it might be a breach of the law, this will be reported to the competent authorities.
6. TEMPERATOR s.r.o. does not harm or freeloader on the reputation of its business partners or competitors.
7. TEMPERATOR s.r.o. publishes on its website the Compliance Declaration - the proposal of TEMPERATOR s.r.o. for business relations, participation in public procurement and about attitude to illegal activities, which is part of the company's position on the Act on Corporate Criminal Liability and in which it publicly and in advance expresses its respect for ethics and good morals in trade relations towards its future and current business partners, and its unequivocal opposition to the offense of tax evasion, bribery and intrigues in public procurements.

– Procedures for suspected violations of the Ethical Rules –

1. Everyone is entitled to file a notice or make a motion to investigate a particular conduct that they consider to be in violation of this Code of Ethics. These notifications or motions may be made personally and anonymously.
2. TEMPERATOR s.r.o. declares that each employee is entitled to communicate other facts or suggestions and findings that the particular employee considers important and relevant.
3. The Ethics Line of TEMPERATOR s.r.o. may be used for notification of conduct that might lead to the violation of the Code of Ethics. The Ethics Line of TEMPERATOR s.r.o. is operated on the WWW.TEMPERATOR.CZ website and via this line anonymous notification of facts may be filed, such facts which the notifier evaluates especially (but not exclusively) as illegal, undesirable and unethical. All notifications made shall be examined and investigated objectively and discreetly.
4. As part of the TEMPERATOR s.r.o. Compliance Program, an overview of conduct considered illegal, undesirable and unethical has been written up. It contains an overview of

basic and most frequently committed undesirable acts and serves as a primary identifier of undesirable acts that may be reported via the Ethical Line and an authorized employee of TEMPERATOR s.r.o. may investigate them.

5. Any employee who in any form, but truthfully and in good faith, notifies the unlawful, undesirable or unethical conduct of their colleague or wrong practices or conditions in TEMPERATOR s.r.o. cannot be sanctioned in any way for such an act and this act cannot affect negatively their employment relationship and future in TEMPERATOR s.r.o.
6. Any notification received will be investigated and if proven its rightfulness, TEMPERATOR s.r.o. declares its readiness to ensure compensation for any damage, remedy for the situation and at the same time to take measures to prevent recurrence or deterioration of damages.

– Procedures for suspected violations of the Ethical Rules –

1. TEMPERATOR s.r.o., its employees and the Responsible Persons and other collaborators, after becoming familiar with this Code of Ethics, accept the policies and rules it sets out and they declare respect for these rules and principles in their work. It is their duty to adhere to this Code of Ethics.
2. TEMPERATOR s.r.o. officially and publicly appeals to its business partners to comply with the principles and rules of this Code of Ethics by one of the documents of this Compliance Program - the Proposal TEMPERATOR s.r.o. for business relations, for participation in public procurement and about the attitude to illegal activities, which is part of the company's attitude to the Act on the Criminal Liability of Legal Entities.
3. TEMPERATOR s.r.o. will not disregard or tolerate a violation of the principles of this Code of Ethics or of the documents that are part of the Compliance Program, and any such a violation of obligations will have consequences depending on the intensity of such a violation.

In Liberec on 1/10/2019



Ing. Michal Fišer

Executive Director TEMPERATOR s.r.o.



Pavel Krtek, M. Sc.

Executive Director TEMPERATOR s.r.o.