

Code of Ethics

Introduction

- The Code of Ethics represents a summary of ethical principles, standards and rules that are binding without exception for every employee of Rhea elektro s.r.o. (hereinafter referred to as Rhea elektro).
- The goal of the Code of Ethics is to ensure the correct behavior of all Rhea elektro employees with each other, with customers, with the company itself and with the external environment.
- Adherence to the Code of Ethics as the foundation of the company's corporate culture is a prerequisite for its successful development and a necessary necessity for Rhea elektro to become a long-term recognized and trusted company.
- In its business activities, Rhea elektro strictly observes all legal provisions valid in the territory of the Slovak Republic and the European Union. Rhea elektro does not commit corruption, respects the rules of economic competition and supports a fair business environment.
- Non-compliance with the Code of Ethics by employees is considered a serious violation of work discipline.

Behavior of employees towards customers

- Rhea elektro is a customer-oriented company and its goal is to do everything so that the customer is satisfied with its services and supplies .
- Rhea elektro strives for the long-term satisfaction of its customers, and therefore its services and goods must be reliable, high-quality and reasonably priced.
- Every employee has a duty to strive to win the customer's trust, and no one must gamble with this trust. That is why he always treats the customer professionally, politely, honestly and in a friendly manner.
- If it is not possible to fulfill the customer's wish or to provide the requested service or to meet the agreed deadline or other conditions, the customer must be informed as soon as possible and truthfully and a solution that would be acceptable to the customer must be sought. .
- Rhea elektro cares about the protection of property, legitimate interests and the good name of the customer. Therefore, he maintains discretion about the facts that were obtained from the customer or during the performance of his work in his premises.

Conduct towards other business partners

- Rhea elektro takes care to gain and maintain the reputation of a reliable and trustworthy company in the business environment and in the public. That is why he always treats his business partners correctly, openly and honestly.
- Rhea elektro always provides its business partners with true and complete information that is necessary for concluding a contract on business or other cooperation. He also expects truthfulness and correctness from his business partners.
- Rhea elektro maintains discretion about the information it has received from its business partners.
- Rhea elektro undertakes to comply with all agreed contracts in relation to its business partners. However, if any unforeseen circumstances prevent the fulfillment of the contractual conditions, he promptly informs the relevant partner and looks for a solution that would be acceptable to both parties.

Principles of access to employees

- Rhea elektro strictly complies with the Labor Code and all other legal standards applicable in the field of labor law.
- Rhea elektro realizes that its development depends on the expertise, honesty, responsibility and loyalty of its employees. He values every employee who demonstrates the above-mentioned qualities and makes sure that everyone has optimal conditions for their further professional growth and dignified working conditions.
- Rhea elektro undertakes to avoid any discrimination in hiring, remuneration, career growth or dismissal of employees.
- Rhea elektro strictly complies with all regulations related to the protection of health and safety at work. At the same time, each employee is required to fully respect safety regulations and standards and to ensure that their actions do not endanger themselves, co-workers or customers.

Principles of conduct of Rhea elektro employees

1. General principles

- Every Rhea elektro employee makes every effort to perform quality work, continuously educates and improves, while following valid laws, regulations and standards.
- Each employee of Rhea elektro is also its representative, therefore, in dealings with customers and in business negotiations, they act honestly and at the same time in such a way as not to damage the good name of the company.
- Every employee must be loyal to Rhea elektro, during their work they must take care to protect the legitimate interests of the company, customers, business partners and their co-workers.

2. The ethics of communication and mutual relations of employees

- Every Rhea elektro employee respects the human dignity of another person and observes the principles of decent behavior when communicating.
- Each employee communicates with fellow employees, customers and other persons politely, tolerantly and honestly.
- Any form of physical and psychological harassment, including sexual harassment, humiliation or slander, is unacceptable.
- The employee behaves in such a way that he does not cause conflicts at the workplace, or avoids them. However, if a problem or conflict arises in interpersonal relations, he must make every effort to resolve this conflict in a peaceful and cultural manner.
- The employee shows adequate respect and respect towards his superiors, conscientiously, consistently and effectively fulfills the assigned tasks.
- In relation to subordinates, the superior approaches with full respect and dignity, divides work tasks reasonably and fairly, evaluates honestly, objectively and fairly, does not abuse the authority of the superior towards subordinates.
- Employees show mutual respect and tolerance, help colleagues and create a good atmosphere in the workplace.

3. Providing information

- In public, an employee only provides information about Rhea elektro that is publicly available or intended for publication.
- The employee must not publicly damage the good name of Rhea elektro, management or other employees, especially by providing false or misleading information.

- It is forbidden to misuse the information obtained while working at Rhea elektro for your own business activities or the business activities of third parties. All information not disclosed by Rhea elektro is considered confidential..
- Every employee must maintain confidentiality about the company's internal affairs even after the end of the employment relationship.

4. Conflict of interests

- Conflict of interest arises when the employee's private interest conflicts with the interest of Rhea elektro.
- Every employee is obliged to prevent a conflict of interests.
- Employee may perform a gainful activity in the same or related field related to the performance of his work or the subject of Rhea elektro's activity only with the prior written consent of the company.

5. Prevention of corruption

- Rhea elektro employee must not give or receive a monetary or other advantage in order to obtain business or service in an illegal manner.
- Person who attempts corruption must be warned immediately about the unacceptability of such behavior and, if he does not respect the warning, all business contacts with him must be cut off.

6. Use of Rhea elektro property

- Employees protect the tangible and intangible assets of Rhea elektro. Assets include equipment, machines, devices, inventory, goods, supplies, etc., but also know-how, non-public business, economic and technical information, licenses, rights and other information.
- If there is a danger of damage to the company's property, each employee is obliged, according to his possibilities and abilities, to try to prevent such damage, and if this is not in his power, he is obliged to notify his superiors or other persons who are capable of such damage prevent or at least mitigate it.
- In case of proven damage or misuse of Rhea elektro's property (including know-how, leakage of information to the benefit of competitors or third parties, misuse for one's own benefit, loss and damage to tangible property) due to intentional fault or negligent action, Rhea elektro may recover damages from the employee, which he incurred by such action.



Bc. Miroslav Sýkora
Executive manager



Ing. Peter Sýkora
CEO