

## **Introduction**

The Code of Ethics of Hakos spedition s.r.o. is a set of principles, values, and standards that apply to all activities of the company and its employees. Its purpose is to ensure that the company acts ethically, transparently, and responsibly in all its business relationships and interactions.

## **Core values of the company**

### *Trust:*

We build trust with our customers, partners, and employees through openness, honesty, and reliability.

### *Professionalism:*

We perform our work with the highest level of expertise and responsibility.

### *Quality:*

We focus on providing quality services that meet and exceed our customers' expectations.

### *Innovation:*

We constantly strive to improve our services and processes in order to remain competitive in the market.

### *Social responsibility:*

We value social responsibility and contribute to sustainable development.

## **Ethical principles**

### *Customers:*

We will provide customers with truthful and complete information.

We will protect the confidentiality of all information entrusted to us by our customers.

We will strive for long-term and mutually beneficial partnerships with our customers.

### *Employees:*

We will create a working environment based on mutual respect, trust, and cooperation.

We will support the professional and personal development of our employees.

We will adhere to the principles of equal opportunity and prohibit any form of discrimination.

### *Business partners:*

We will cooperate with our business partners honestly and fairly.

We will comply with all applicable laws and regulations.

We will reject any illegal or unethical practices.

### *Competition:*

We will respect the rights and legitimate interests of our competitors.

We will refrain from unfair competitive practices.

*Environmental protection:*

We will minimize the negative impact of our activities on the environment.

We will promote sustainable solutions in the field of transport and logistics.

**Implementation and compliance with the code of ethics**

*Employee training:*

All employees will be regularly trained on the content of the Code of Ethics and its importance.

*Communication channels:*

The company will ensure functioning communication channels through which employees can report any ethical concerns or violations of the Code.

*Monitoring and evaluation:*

The company will regularly monitor compliance with the code of ethics and evaluate its effectiveness.

*Consequences of violations:*

Employees will be held accountable for violations of the code of ethics in accordance with applicable laws and internal company regulations.