

## **CODE OF ETHICS**

### **-BPV BRAUN PARTNERS-**

Lawyers are an essential part of society for the recognition and application of the rule of law. Lawyers work not only to make their living but also to promote human rights, protect the rights of their clients, and advance the administration of justice. To fulfil these important responsibilities, lawyers must at all times act freely and conscientiously in accordance with the law and the given common standards of the legal profession.

bpv Braun Partners is one of the important business law firms in the Czech Republic and Slovakia. We do neither aim to be the largest, nor the most profitable law firm on our markets but the best firm for our clients and our team and any other stakeholder touched by our work. Our clients trust our expertise, diligence, loyalty, integrity and independence as lawyers. As a team we trust each other's professionalism, have mutual respect and tolerance towards each other and aim to grow jointly in our knowledge and personality. As a firm, we are committed to and strive for continuous sustainable development.

The following ethical principles and rules of conduct comprise essential professional duties that we place on ourselves. These principles are binding on all our partners, lawyers, tax advisers, and employees working for us and with us on whatever legal grounds.

#### **1. INDEPENDENCE**

We ensure that we are not exposed to any external influences, which could damage the independence in our work. bpv Braun Partners does not enter into special relationships with the state, authorities, parties or other influence groups. When working for clients we share a personal relationship with, we are aware that our professional approach shall not be endangered by this relationship and that this requires a special amount of transparency and documentation.

#### **2. HONOR, INTEGRITY AND FAIRNESS**

Our relations with clients, colleagues and employees are fair and based on reliability. We protect the interests of our clients. We advise our clients with professional knowledge and we represent them in a responsible manner at courts or in front of authorities. Our lawyers keep themselves informed about the latest developments affecting their practice, they always adhere to the specific ethical requirements in the performance of legal services.

#### **3. OUR DAILY WORK**

We work in a healthy environment. Bossing, mobbing and sexually offensive behaviour is not tolerated in any form. Everyone is committed to work safety and health.

We strive to create an inclusive environment for everyone, regardless of race, ethnicity, religion, colour, national origin, age, disability, sexual orientation, gender identity, parental status, marital status, political affiliation, socioeconomic status or background, or physical appearance.

Fairness, cooperation, equal rights and mutual respect are essential elements of our internal culture. Equal opportunities and the opportunity for professional and personal growth are particularly important to us. We are transparent in our work and do not hide mistakes that will happen inevitably in our daily work but disclose them on time to be corrected.

We treat all people we meet in our work with dignity and equality, regardless of age, gender, culture, race, nationality, religion or sexual orientation.

**4. CONFLICTS OF INTERESTS**

Conflicts that may arise:

- a) Between the interests of two different clients of bpv Braun Partners;
- b) Between the interests of bpv Braun Partners and the interests of a client; or
- c) Between the interests of a particular bpv Braun Partners team member on the one hand and the interests of bpv Braun Partners or a client on the other.

We are committed to exercising special care in identifying and avoiding conflicts of interest. Each member of our team is required to disclose any potential conflict of interest to the Managing Partner following a special and tight procedure.

We do not accept gifts or favours from clients or suppliers that might influence our decision-making and will immediately refuse any offers in this regards.

**5. STRIVE FOR EXCELLENCE**

Our clients are the priority of our professional thinking and we show them the highest commitment to their matters. We are at their disposal whenever needed and react as soon as possible, latest the next working day to their requests.

We provide our clients with what we promised them on time, with structured ideas in understandable language and with solutions. Therefore, it is our ethical responsibility to understand how the clients' business works and the true nature of the cases presented to us. We are well prepared to properly manage our workload and to help each other in this endeavour.

**6. PRINCIPLES OF OUR ADVICE**

We advise our clients comprehensively and honestly on all legal aspects of a project within the scope of our engagement. We do our best to point out to our clients that they should not carry out a course of action proposed by them if we identify criminal acts or tax evasion or any other unlawful doings. We clearly reject any actions that appear irresponsible from an ethical point of view or might endanger the ethical conduct of our work.

**7. ANTI-CORRUPTION AND BRIBERY, COMPLIANCE WITH LAWS**

We uncompromisingly comply with existing regulations on the prevention of corruption and bribery. We attach great importance to the existence of comparable values or obligations among our clients and other contractual partners.

We will not even get close to being associated with money-laundering activities of clients or potential clients and refuse even the most profitable work should it mean a potential conflict with any AML, insider trading, cartel or criminal law. The reputation of our firm and our stakeholders shall not be endangered by the breach of any laws.

**8. COMMON VALUES**

Common values of our firm are respect for human rights, equality, preservation of the foundations of a free, democratic and social society, and protection of natural resources.

**9.**

**ENVIRONMENT**

We strive to minimize the negative influence of our work on the environment which is also one of our criteria for the selection of our suppliers. We especially take into consideration and apply in our daily work: reduction and recycling of waste, energy efficiency, alternatives to business travels and raising awareness of the environmental and sustainability issues across the firm.

**10.**

**OUR FIRM**

Our success so far is to a large extent based on the above principles. Our firm will only continue its growth should these principles be respected by everyone. The undersigned are committed to this.

Prague, March 2022

*The partners of bpv Braun Partners (signatures)*