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Code of Ethics of the company Trigama International s.r.o.

Trigama International s.r.o.
Pernerova 691/42, 186 00 Praha 8
Czech Republic
Registration No. 02184117, CZ02184117

The company is registered
in the Commercial Register
maintained by the Municipal Court
in Prague, Section C, File No. 215891.

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Trigama's main philosophy is to always act and behave in a manner that places emphasis on good behavior, mutual respect, fair conduct and upholding ethical and moral principles. The aim is to build good relationships and mutual trust with all business partners (employees, co-workers, clients and suppliers) and to maintain the reputation of Trigama and all of its partners.

The purpose of this document is to summarize the basic values and principles that Trigama professes in all dealings, both internally and externally.



Trigama respects the rules

- The fundamental pillar is upholding the laws. We comply with the applicable laws and regulations and we expect the same from all employees, co-workers and business partners.
- We keep accurate and complete accounting records and adhere to applicable accounting laws and principles. We regularly publish financial statements.
- We respect the rules of upright and fair competition. We do not engage in competitions and contracts that could be tampered with, or bear signs of mechanisms affecting fair competition.
- We do not tolerate any form of bribery, corruption, fraud, protection or money laundering.
- We avoid situations that could represent conflicts of interest in any form. Trigama owners do not play a part in competing companies and do not enter into any contractual relationships with entities managed or owned by their family members.
- We ensure compliance with agreements and contractual obligations. We always abide by and act in accordance with the provisions of concluded contracts.
- All employees, associates and, of course, Trigama itself are bound by the obligation to respect the secrecy of confidential information and the obligation to protect personal data.
- We protect and respect the intellectual and material property of others.
- We fully uphold and respect human rights and do not engage in activities that violate those rights.

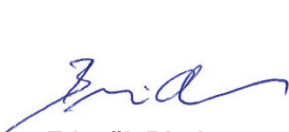


Trigama develops mutual cooperation

- We provide our employees and coworkers with a dignified, safe and healthy workplace.
- We always act transparently, with mutual regard and with respect.
- We mutually respect and recognize each other's opinions and work.
- We defend the goodwill and reputation of our employees and associates, and we expect the same from them.
- We actively support the personal development of our employees. Our goal is to have employees with a high level of knowledge and professionalism.
- We reject and do not tolerate any form of discrimination, harassment or bullying!
- We are committed to protecting the company's tangible and intangible assets and economical operation, and we expect the same from our employees and associates.
- We want to work together to keep improving and innovating our processes and products.
- We mutually strive to deliver work of the highest possible quality.

Trigama builds a positive social impact

- We are committed to protecting the environment and reducing the environmental impact of our company.
- We support charity organizations.
- We pride ourselves on impartiality, and therefore we do not support any political party or movement or finance their operations.



Zdeněk Binder

Co-owner of the company



Václav Nidrlé

Co-owner of the company



Zdeněk Bitter

Co-owner of the company