

WHISTLEBLOWING (COMPLIANCE LINE)

Being aware of its obligation to monitor and promote compliance with laws and moral and ethical principles, CZG has implemented a uniform system for reporting suspicions of unethical conduct which may be used by anyone (employee, customer, partner etc.) to report any such conduct.

Conduct considered by CZG to be unethical includes but is not limited to:

- violations of laws and regulations and compliance principles;
- fraudulent, improper and incorrect accounting books and reports, final statements, falsifying and influencing audit;
- violations of the rules of competition;
- acting in conflict of interest;
- misuse of trade secrets;
- conduct promoting or soliciting corruption, corruption itself;
- embezzlement and theft of financial assets and/or property;
- improper conduct in terms of occupational safety, fire protection, environmental protection;
- falsifying contracts;
- misuse of information in trade;
- accepting working conditions which are in violation of the rules of ethical conduct (such as violations of human rights);
- providing unethical and false information (in whistleblowing) with a view to cause harm to another person or company.

The CZG commits to protect, within its powers, persons, who reported unethical conduct in good faith, from any retaliation or any form of discrimination from the reported party.

In addition, CZG guarantees that no employee will be retaliated (dismissal, transfer to an inferior job position, bonus reductions etc.) for exercising ethical whistleblower activities.