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The management of the BR Group embraces corporate social responsibility, pledging to conduct its operations ethically, with environmental consciousness, fairness, and respect for its workforce. This commitment includes ensuring equality, workplace safety, and opportunities for professional growth. It implements these principles and principles in all its profit-making activities.

ANTI-CORRUPTION BEHAVIOUR

Aligned with the BR Group Code of Ethics, we steadfastly denounce all manifestations of corruption and conflicts of interest. We neither tolerate nor engage in bribery, facilitation payments, or extortion, whether as the giver, initiator, or receiver. Our commitment is to uphold fair competition, financial integrity, and adherence to antitrust laws. We practice transparency, responsibly disclose necessary information, and strive to build and sustain positive relationships with our partners. Additionally, we are dedicated to safeguarding our intellectual property as well as that of our partners.

SOCIAL AREA

We vigorously encourage dialogue among our staff, throughout our corporate entities, and with our partners both inside and outside the organization. Adherence to human rights, labour laws, the freedom to associate, and the rights of women and minorities is strictly enforced, in line with the BR Group Code of Ethics. Our support, whether monetary or otherwise, is channelled towards initiatives that benefit the broader community in the areas where our businesses are situated.

ENVIRONMENTAL PROTECTION

We uphold environmental protection by utilising an environmental management system certified under ISO 14001. This involves adhering to legal environmental standards and, in accordance with the BR Group Code of Ethics, we engage in efforts that extend beyond the basic requirements outlined by the standard.

RULES OF CONDUCT, WORKING ENVIRONMENT

Employee conduct is regulated by the rules of the integrated management system and the BR Group Code of Conduct, with rigorous adherence to the Labour Code of the Czech Republic. Everyone is given a fair and equal opportunity for growth, and we have zero tolerance for discrimination or harassment based on race, ethnicity, sexual orientation, gender, religion, age, disability, political beliefs, nationality, or any other possible discriminatory elements.

ESCALATION, POLICY OF DRAWING ATTENTION TO NEGATIVE PHENOMENA

If an employee has a concern and wants to file a complaint, they can choose to report it to their direct supervisor, the CEO of their company, or utilise the designated whistleblowing channels of the BR Group. They can submit their complaint either openly or anonymously, with their identity being safeguarded in line with the Whistleblower Protection Act. All employee information will be kept confidential, and the company ensures that no employee will face any discrimination for reporting any breach of company policies, procedures, activities, or legal obligations in good faith.

Ing. Petr Mitura, BR GROUP a.s. DIRECTOR

