

BL4U Team Member Code of Conduct

BL4U s.r.o. (hereinafter referred to as the Company) considers one of its most important tasks to be the preservation of its good reputation and the trust of all its stakeholders.

The Company has adopted this Code of Conduct as a set of core values and modes of conduct it follows in its business activities.

Adherence to the Code of Conduct constitutes a moral undertaking on the part of the Company, its employees and other associates and subcontractors, governing the conduct and actions of all team members when dealing with the Company, collaborators, customers and other business parties, state administration bodies and the public.

All BL4U team members adhere to the following principles:

1. We proceed in keeping with applicable laws and the BL4U methodologies.

The independence, transparency and integrity of our services are the basis of our customers' trust and the standard of our business conduct and actions. We play by the rules. We conduct our business in accordance with all applicable laws.

2. We prevent and actively address conflicts of interest

In order not to compromise our business, which is based on our independence as a fundamental value, we must avoid any conduct that could lead to a conflict of interest. We try to avoid situations that put the independence of our work at risk or could be perceived as such, and we address such situations proactively.

3. We prevent and actively address money laundering

Our Company only engages in business relationships with respected business partners whose business activities are governed by all applicable laws and whose financial resources originate from legal activities. In this respect, we have implemented measures to eliminate money laundering, and we avoid business entities that are used for money laundering. Our business partners are properly vetted and their identity checked before we proceed to collaboration.

4. We prevent and actively address corruption

Soliciting, accepting, offering, promising or giving bribes is unacceptable to us. We prevent the risks of corruption and fraud and undesirable external influences that could compromise the proper fulfilment of our duty to our partners. A team member must avoid mutual dependencies and the undue influence of others that could compromise their independence.

5. We protect the information and privacy of our clients

We adhere to all applicable laws regarding the protection of personal data. The personal data we obtain during our business relationships with a client is only disclosed with the client's prior consent, and according to their instruction, in accordance with applicable laws. We protect personal data and confidential information against unauthorised and unlawful, disclosure, loss, alteration, damage or destruction. Team members duly protect and refrain from transmitting company know-how or non-public information on companies, customers or other parties to unauthorised persons. A team member must adhere to the company's IT precautions and act in accordance with the security rules in place at the Company.

6. Mutual respect

We value the diversity of all team members and regard it as a competitive advantage that needs to be promoted and expanded. No team member or business partner shall be directly or indirectly discriminated against, sexually harassed or in any way personally abused and are all protected by the applicable equality laws. We comply with all applicable laws governing wages, working hours and overtime.

7. We protect company property

BL4U's tangible and intangible assets (such as cash, machinery, know-how, patents and trademarks) represent the Company's business assets and can only be used for business purposes. This also applies to the assets of the business partners the BL4U team members come into contact with as part of their work.

8. We follow occupational health and safety and environmental protection rules

Protecting our team members is our highest priority. They are indispensable to us. We have made sure they operate in a healthy and safe working environment. We minimise the direct and indirect impact of our activities on the environment.

Each member of the BL4U team must know the rules contained in the Code of Conduct, and the values on which these rules are based, and understand their meaning and follow them properly. BL4U gives the highest priority to adherence to the Code of Conduct. As a result, disciplinary proceedings will be initiated against team members who violate the Code, with all the ensuing ramifications, including termination of cooperation and claims for damages. The BL4U will similarly treat team members who direct or approve violations of the Code of Conduct, or who know about a violation yet fail to take immediate action to remove it.

While the Code of Conduct provides a number of rules relating to principles of ethical conduct, it cannot cover all situations that any of us may encounter in the often complicated reality of business. It is not only necessary to follow the individual rules contained in the Code of Conduct, but above all its spirit. Likewise, the Code of Conduct cannot replace our personal responsibility and does not relieve us of the duty to use our own best judgement.

Therefore, if you have any questions, concerns, doubts or suggestions regarding compliance with the Code of Conduct, you need to report them to your supervisor and consult them regarding the appropriate course of action.

If, for any reason whatsoever, you are unable to reach out to your superior, you can directly contact our Company via the following contacts:

BL4U s.r.o.
Podkovářská 674/2, Prague 9 – Vysočany
Mail: info@bl4u.cz
Phone: +420 284 028 886

BL4U s.r.o. will resolutely protect its team members from any negative consequences of such reports.