

# Requirements for the Suppliers of ŠKODA AUTO DigiLab s.r.o. Concerning the Compliance with the Code of Conduct

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**Preamble**

The **ŠKODA AUTO DigiLab s.r.o.**, registered office at Jankovcova 1603/47a, Holešovice, 170 00 Praha 7, Id. No. 05976359, registered in the Commercial Register at the Municipal Court in Prague under C 274001 (hereinafter the "SKODA AUTO DigiLab") company had undertaken an obligation to comply with the highest standard of the ethical principles, and to ensure compliance with legal regulations, in particular those related to prevention of bribery, illegal payments and corruption. SKODA AUTO DigiLab expects its business partners to fulfil the same obligations.

**Compliance with Legal Regulations**

The supplier shall ensure that all activities performed by supplier will be carried out in compliance with legal regulations applicable at the place of the supplier's seat , or at the place of its business. Likewise, supplier shall ensure compliance with legal regulations in the other countries which may apply to its activities, in particular those regulate the bribery.

The supplier shall not cooperate with a public official or another person in order to illegally influence public tender, public contract, or invitation to a public tender or public contract.

The supplier undertakes to avoid any activities that might lead to the ban on performing public tenders and/or fines imposed for enabling the performance of illegal work based on a specific legal regulation, breach of legislation on minimum wages and payment of social and health insurance.

Should supplier or its statutory body learn about a breach of the legal regulations, including those related to the bribery, by the supplier, it will immediately inform SKODA AUTO DigiLab accordingly.

**Preventing Conflict of Interest and Bribery**

The supplier shall avoid participation and/or shall refuse the participation in activities possibly leading to the conflict of interest and shall not offer or promise a bribe or other illegal payments to a third party in order to gain or maintain a business relationship or unjustified advantage.

**Ban on Discrimination**

Furthermore, in a course of cooperation with SKODA AUTO DigiLab, the supplier shall ensure prevention of discrimination towards its employees on the ground of race, skin colour, religion, sex, nationality, age (with exceptions under applicable regulations), marital status, political affiliation, or a handicap.

The supplier shall adopt such measures which may be legitimately required by SKODA AUTO DigiLab regarding the interpretation or performance of obligations under this document.