**CODE OF ETHICS**

**PREAMBLE**

The good reputation of Power Solutions, s.r.o. is among our biggest assets.

The Code of Ethics consists of moral requirements, rules, principles and ideals that each employee as well as the whole company, should be governed, both in relation to the external and internal environment. It describes possible violations, provides guidance on identifying and addressing ethical issues, and explains how violations of ethical principles shall be reported.

The Code of Ethics expresses ethical commitments and responsibilities in the conduct of business activities and business activities by employees of Power Solutions, s.r.o. Our company declares to conduct all business activities honestly, ethically, reliably and safely, and to abstain from behaviors which are demonstrably unfair or unsubstantiated. Our goal is also to maintain relationships with business partners that do not tolerate any form of corruption, direct or indirect, and do not support any form of unethical behavior. Transparency, correctitude and best international practice shall apply to all of our activities.

**PRINCIPLES**

Employees of Power Solutions, s.r.o. respect and act in accordance with the applicable laws of the Slovak Republic.

1.

Contracts and communications directed at clients of a company must be clear and simple, worded in a language that is as similar as possible to the language customarily used in the community and drawn up in accordance with the generally binding legal regulations of the Slovak Republic. We make sure that we do not engage in deceptive or disproportionate practices; and not to leave out any questions that are important to customer decision-making. For decisions affecting relations with stakeholders, we avoid all forms of discrimination.

2.

We are honest, fair and accountable to our clients, meeting their needs and interests as a prerequisite for a successful and long lasting business relationship. Relationships with our clients are based on discretion, courtesy, without any preference and discrimination. We only use legitimate business methods, and we consider the information from customers to be confidential. We avoid situations in which interested parties may enter into conflicts of interest, or where such conduct would give rise to a legitimate concern that they are in conflict of interest.

3.

When providing information we guarantee the confidentiality of the information we have at our disposal and we fully, transparently and comprehensively inform all our clients to contribute to independent, informed decisions. We commit ourselves not to abuse potential lack of knowledge and ineligibility of stakeholders.

The term confidential information includes all non-public information that could be used by a competitor or disclosure of which could harm interested parties. We process the stakeholder information by fully respecting the confidentiality and privacy of those parties.

4.

Human resources are one of our most important assets. The company is committed to protecting the moral integrity of its employees and guaranteeing their right to working conditions respecting the dignity and freedom of the individual. We avoid all forms of discrimination against employees. All employees of a company are required to avoid situations that may lead to conflicts of interest and refrain from benefiting from the business opportunities they have learned in the performance of their duties.

5.

We conduct all of our activities with respect to the environment. We also respect local values and customs as well as society as a whole.

6.

All financial documents from Power Solutions, s.r.o. comply with the generally binding legal regulations of the Slovak Republic and our internal regulations. The information provided in these documents is complete, timely and equal for all interested parties.

7.

Any forms of gifts that are more valuable than conventional business practice or ethics, or which are to lead to preferential treatment in promoting interests in our company, are prohibited. There is no exception to the application of this rule. The promotional items offered by our company are perceived to support the image of its business name.

8.

Power Solutions, s.r.o. commits to respect and promote safety and health at work, to develop awareness of possible risks and to promote responsible behavior of employees.

9.

The privacy of employees of the Company is protected by the generally binding legal regulations of the Slovak Republic and by the company's internal regulations which stipulate which information and personal data the Company may require from its employees, along with the procedures that govern the processing and protection of that information and personal data.

10.

In protecting the Company's assets, an employee is required to exercise the utmost care and to act responsibly and in accordance with the internal regulations governing the use of such property and to properly document its use. Every employee is required to properly manage the funds entrusted to him by the employer and to protect his property against damage, loss, destruction and misuse and not to act contrary to the legitimate interests of the employer; and to avoid using the assets of the Company in an inappropriate manner that could cause its damage or impairment or be contrary to the interests of the Company.

11.

All relations with Slovak or international institutions are based on the need to evaluate the impact of legislative and administrative measures on Power Solutions, s.r.o. the need for cooperation with regulatory authorities (requests, decisions, questions, interpellations, etc.) and the need to explain the company's position on relevant topics. In relation to public institutions, management in accordance with legal and ethical principles and procedures does not create scope for unlawful support, incitement or inappropriate influence that could jeopardize the good reputation of society. Employees entitled to engage in public relations with the public are required to act in accordance with law and morality in such a way as to avoid any indication of any inappropriate behavior. Employees in communicating with institutions are required to provide true, understandable and timely information to the appropriate extent.

12.

Employees are required to act in good faith to fulfill the commitments they have made by signing the employment contract and complying with the provisions of the Code of Conduct. They are required to notify without delay any violation of the Code of Conduct set forth in this Code of Ethics and / or other internal regulations of Power Solutions, s.r.o.

**CONCLUSION**

Breach of this Code of Conduct by an employee of the Company can be reported to [pnacek@powersolution.sk](mailto:pnacek@powersolution.sk).