FGSZ LTD'S CODE OF ETHICS

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1. AIM OF THE CODE OF ETHICS

The aim of the Code of Ethics (hereinafter: Code, CE or Code of Ethics) is to provide a moral guidance to the employees and business partners of FGSZ Natural Gas Transmission Ltd (hereinafter FGSZ or Company) during the company's operations about the conduct that is generally expected from them in a given situation, provide a moral basis for professional decisions, protect those who act by following the norms and offer a benchmark for identifying objectionable and unworthy conduct.

2. SCOPE OF THE CODE OF ETHICS

2.1. Personal scope

The Code of Ethics applies to:

- all employees of the Company;
- all people employed by the Company in other work engagement, including its executive officers;
- external persons, enterprises and all natural persons and organisations having a contractual relationship with them, who act on behalf and/or for the benefit of the Company, and network users (hereinafter: other affected parties).

2.2. Term of validity

The Code of Conduct shall be binding on all persons and organisations, specified in Point 2.1 above, from the starting date of its validity that is 23 April 2020.

The term of validity of the Code of Ethics shall be the term of employment in the case of the Company's employees and the term of the relevant other work engagement.

2.3. Access

Access to the present Code within the Company shall be unlimited.

Access to the present Code by external parties shall be unlimited.

The Code of Ethics shall also be published on the Company's public website, apart from Appendix no. 2.

2.4. Completing the declaration

Upon the Code's entry into force, FGSZ employees and persons in other work engagement with FGSZ, shall complete the Declaration included in Appendix no. 1, which then shall be submitted to HR Customer Service within 30 days. The competed declaration shall be filed with the employee's personal records.

New employees entering into a legal relationship with FGSZ by employment/agency contract shall complete the Declaration in Appendix no. 1 by the 5th working day after signing their work contract and send it to HR Customer Service, which then shall file it with the employee's/agent's personal records.

3. CONTENTS OF THE CODE OF ETHICS

The Code of Ethics is one of the key documents used to manage the Company.

The Code provides the necessary references and guidelines to employees and other affected parties regarding the identification of ethically questionable conduct and sanctionable acts, as well as the impartial consideration and qualification thereof.

It is very important to know and adhere to the Code and to make sure that others also adhere to it, because a professional misconduct by a single employee may jeopardise the high reputation of the Company or upset the trust towards it.

The Company's employees shall be fully aware that:

- They shall be held responsible for any misconduct if they violate the norms of the Code intentionally or through negligence.
- The Code does not and cannot provide a full guidance or a complete set of norms for all eventualities. In case of any doubt the person involved is expected to ask for information or the Company's position on the ethical nature of a certain act (e.g. manager, Ethics Committee, Organizational Development and Integrated Management System, Corporate Security, Legal).
- Other internal FGSZ regulations also provide requirements or guidance regarding certain norms of the Code.
- Being familiar with the Code in itself shall not be a substitute for complying with the law and the internal regulations. Whenever the relevant laws or the internal regulations prescribe stricter requirements, such stricter stipulations shall be adhered to.
- Violation of the Code may not be considered as an exemption from the possible legal consequences of the Labour Code or the Collective Agreement.

The Code primarily specifies the required conduct during and in relation to the operation of FGSZ, however, the Company expects all its employees to conduct themselves outside of their working hours in such manner that shall not harm and shall be befitting to the Company's interests.

4. ETHICS COMMITTEE

The main task of the Ethics Committee is to guarantee that the Code is fully observed by all natural and legal persons it applies to.

The processes of reporting, investigation, decision-making and sanctioning is included in Appendix no. 3 of the Code.

The Ethics Committee shall proceed in accordance with the regulations included in Appendix no. 3 regarding the following:

- it conducts the investigations in ethical matters launched after any reported event;
- it approves the topics of the ethics trainings and the internal/external communication on the Code;
- it provides support and guidance for observing the Code and interpreting its stipulations, as well as evaluating people's conduct;

- it compiles a summary report for the Board of Directors every year on the practical application of Code, the results and experiences of any investigations and the Committee's recommendations;
- it publishes the extract of its annual summary report on the Company's Intranet site (without any personal data).

The investigation of ethical matters is most efficient when the person reporting the incident submits all available and relevant data, information, as well as his/her name with the report.

Anonymous reports shall only be investigated by the Ethics Committee if the matter in hand is deemed as a serious misconduct and based on the data provided there is a well-founded suspicion that the ethical misconduct did occur.

The person making a report in good faith may not be subjected to any prejudice for doing so.

The Company shall launch an ethics proceeding against any and all employees who are responsible for taking revenge on a fellow employee or an external party for reporting a suspected misconduct or business risk.

Submitting an unsubstantiated report that is intended to cause a disadvantage shall be considered as an ethical misconduct in itself.

5. THE MANAGEMENT'S MORAL RESPONSIBILITY

The Company's executives (Chairman-CEO, CEO and II-IV level managers, as specified in the Bylaws, as well as employees in priority or highly confidential positions, as specified by the Labour Code and the VIG-HR-33 regulations) shall have major responsibility in establishing and maintaining a culture of ethical operations with special emphasis on the following:

- leading by personal example in observing the ethical norms;
- ensuring that the employees are familiar with the Code and helping them to understand its requirements;
- monitoring whether the employees comply with the principles of the Code;
- considering the adherence to the ethical norms also during the evaluation of the employees;
- immediately reporting to the Committee any events that require an ethics investigation.

All managers shall be responsible for making sure that the documents published by the Company on internal and external forums contain complete, correct, exact and lawful information.

Throughout their work managers may not falsify any facts. They shall make sure that all employees of the Company comply fully and in good faith with all laws and internal regulations that are applicable for the Company's business activities.

6. PRESCRIBED ETHICAL NORMS

6.1. The Company's commitments towards society

The Company shall conduct its business in a socially responsible manner. The Company deems it important to improve the quality of life in society and plays its part in supporting the goals of the local

community to the best of its capabilities. The Company is committed to publish detailed and credible information on its activities and efforts through the various media. It strives for open and transparent consultation with the representatives of civil society. It encourages its employees to participate in local community programmes and initiatives.

Since all activities of FGSZ have an impact on the natural environment and the development of local communities, the Company shall actively cooperate with its business partners and the players of the natural gas industry to promote the assumption of joint responsibility towards society and the environment.

The Company shall take every opportunity to voice its commitment towards ethical conduct in every professional and industrial association, organisation, as well as local, regional and global cooperation supported by the Company, which act in the interest of sustainable development.

Focussing on quality is a crucial part of FGSZ's activities, therefore the Company pays special attention to the preservation of natural values. The Company shall observe all of the latest technological and ecological directives and promote the adoption of standards with stricter requirements in order to mitigate the negative environmental impacts arising from its activities. During its operation the Company aims at using materials and products which are produced, used and disposed of in a way that does not harm the environment.

FGSZ expects its employees to support the Corporate Social Responsibility Programmes and act during their work according to the principles of the Code of Ethics regarding society and the environment.

6.2. The Company's commitments towards their market environment

As the owner and operator of high pressure natural gas transmission systems in Hungary, the Company acts in accordance with the norms of fair competition and the effective competition laws, refraining from any unlawful exploitation of its market position. During its cooperation with business partners using its services, the Company applies the principles of equal treatment and non-discrimination, and complies with the law.

FGSZ always acts within the law when obtaining information on its business partners and suppliers, using published and publicly available sources and registers only.

The Company's relationships with suppliers and other business partners are based on mutual trust, respect and fair conduct.

All data and information, deemed as protected from unauthorised access, modification, transfer, storage and other illegal use due to ownership, business, ethical or confidentiality reasons, shall be regarded by the Company as confidential.

6.3. The Company's commitments towards the administration

The Company shall not participate in any form of political activity, shall not form an opinion on political matters, shall not support any political party, association or other organisation neither financially, not by providing any services or by any other way. The Company shall operate in accordance with the relevant laws and professional considerations, independently from politics.

During its activities it shall act in good faith and in a transparent fashion, in accordance with the relevant laws, using only means that are not prohibited by law. The Company is committed to cooperate responsibly with the state, as well as with governmental and municipality organisations. The Company shall fulfil its obligations to make payments into the central budget and it shall ensure the transparency of its financial transactions.

The Company shall not curb the political engagements of its employees, carried out outside of the workplace and working hours, however during such engagements its employees may not use the Company's name and means, furthermore their activities may not be in contradiction with the Company's interests.

6.4. The Company's commitments towards the owner

The Company shall protect ownership interests by establishing and operating a successful and efficient management and operational system.

To this end the Company shall provide information to the owner within the scope and according to the manner and schedules, prescribed by the relevant laws on natural gas and accounting.

6.5. The Company's commitments towards its employees

6.5.1. Healthcare, work safety and environmental protection

The Company shall maintain a consequent healthcare, safety and environmental protection management in line with its commitment towards sustainable development in order to continuously improve its performance. It shall continuously mitigate any health, safety and environmental risks, arising from its activities, by developing the applied technologies, creating safe work conditions and improving its environmental protection activities.

The Company is committed to create a safe work environment for all of its employees and the employees of its suppliers, working at the Company's sites, making sure that nobody is exposed to any unnecessary risks. The Company is aware that its safe operation not only requires sound technologies and equipment, but also well-qualified and competent employees, as well as a proactive healthcare, safety and environmental protection (HSE) culture.

6.5.2. Protecting the Company's assets

It is in the employees' interests and their responsibility to protect the values and assets of FGSZ. To this end it is crucial to be familiar with and observe the safety regulations of the Company and make sure that business partners and visitors entering the Company's sites also do so.

All employees shall be responsible for:

- carrying out their work at all times in accordance with the safety regulations;
- ensuring that the Company's confidential information is not accessible to unauthorised persons;
- protecting the Company's assets in accordance with the regulations and with due diligence;
- treating any safety-related incident according to the Company's safety regulations and immediately reporting it to his/her manager and/or Corporate Security.

6.5.3. Focus on quality - Integrated Management System

Our Company carries out its operations with a focus on quality.

The Integrated Management System (MIR, MBIR, IBIR, KLIR, HIR) of the Company has been introduced, is being operated and continuously improved in line with customer requirements, in accordance with the relevant laws and the ISO 9001:2008, ISO 27001:2005, ISO 17025:2005, MSZ EN ISO 3834-2:2006, EN ISO 3834-2:2005 standards.

6.5.4. Work environment

The Company is committed to create a work environment for its employees, which is based on mutual trust and the respect of each other's dignity. It is committed to ban and prevent any discrimination, therefore it prohibits any violence, threat and harassment against employees, the representatives of contractual and other affected parties in all of its sites.

The Company pays special attention to the personal and professional development of its employees and is committed towards a wage-system that is fair and complies with the law.

6.5.5. Protection of privacy and confidential information

The Company is committed to managing the personal data and information on its employees in a confidential manner. It shall only obtain, manage, store and process data on its employees which are indispensable for the Company's safe operations or required by law. Personal data may only be accessed by authorised colleagues, however only to the necessary degree and by observing the purpose limitation principle. Those without authorisation or in cases where the purpose limitation principle is not applied access to personal data shall be denied.

The Company reserves the right to access data and information, stored on its own computers for maintenance, business, safety or legal reasons and obligations, within the scope of its internal regulations regarding privacy and data protection and in accordance with the law.

6.5.6. Child and forced labour

The Company shall not tolerate any form of forced, coerced or child labour. All employees and business partners of the Company shall be aware of these principles and observe them during their work.

6.6. Required conduct of employees towards the administration and the authorities

During their contact with public administration bodies and authorities the Company's employees may not:

- give or offer any illegal payments to state or municipality officials or any natural or legal persons affiliated with them and may not authorise anyone to do so;
- attempt to persuade state or municipality officials to break the law in any case;
- offer or accept money or any other advances, nor offer or accept the promise thereof in order to get any business or any other rights to enter into contracts;
- encourage or assist others to violate the provisions of the Code;
- mislead the officials of public administration or supervisory bodies;
- hinder in any way the representatives of any authorised state, municipality or supervisory body to collect data as allowed by the relevant laws;
- conceal, alter or destroy any physical evidence which is part of the investigation;
- prevent other employees to provide accurate information to public administrative bodies.

6.7. Required conduct of employees towards the owner

6.7.1. Transparency of financial and accounting information and reports

In order to guarantee the transparency of financial and accounting information and reports the Company's employees are required to:

- ensure that all financial transactions are properly authorised and accounted, as well as prevent any unreported transactions and assets in the financial and accounting system;
- fully cooperate with the internal control, internal and external auditors of the Company, provide true and correct information for them and allow access for them to all documents required for their work;
- only record true and correct data and information during the financial and accounting transactions,
- act in a correct manner and in accordance with the relevant laws when preparing reports on the Company's operations, especially with respect to Paragraph (12) Section 125 of the Act on Natural Gas Supply on the protection of trade secrets and Section 125/A on the prohibition of sensitive information within an integrated energy industry company.

6.7.2. Insider trading

Insider trading involves the use of insider information for financial gain. Trading with securities or stock exchange products that involve insider information shall be considered as insider trading irrespective of the fact whether the agent is the insider person or his/her agent. Passing on insider information to any unauthorised persons shall also be considered as insider trading. Insider information means all important and publicly inaccessible data and information related to the securities and operations of the Company or its owner (MOL Nyrt.), as well as the companies that are directly managed by and in the majority ownership of the owner. All data and information shall be deemed important that would be considered important by a reasonably acting investor during the purchase or sale of a security. The Company is committed to the fair trading of publicly traded securities.

The Company's employees are required:

- not to own securities of MOL Nyrt or any companies belonging to the vertically integrated natural gas enterprise (neither directly nor indirectly)
- not to provide insider information to persons outside of the Company, unless it is allowed by a written authorisation;
- act with great care and consideration even within the sphere of Company employees when sharing insider information and give such information only when authorised and to the degree that is necessary for carrying out the work in question;
- protect insider information from any unauthorised publication or disclosure.

The Company shall comply with obligations to disclose insider information in accordance with the relevant contracts and its internal regulations, as stipulated by the relevant EU and national laws (Article 4 (1) of Regulation No. 1227/2011/EU of 25 October 2011 of the European Parliament and of the Council on Wholesale Energy Market Integrity and Transparency (hereinafter: REMIT), the Act on Natural Gas Supply and the Government Decree Implementing the Act on Natural Gas Supply and the

Ministry of National Development (NFM) Decree on the detailed regulations on the publication of insider information).

6.8. Required conduct of employees towards the customers

A fair and honest cooperation with those using the services of the Company is the basis of successful and lasting business relationships.

To this end the Company's employees are required:

- to be sensitive to the needs of those using the Company's services, continuously monitor, evaluate and develop the Company's services, technologies and business processes in order to provide high quality, safe and innovative solutions during the provision of developmental, operational and maintenance services and sales activities;
- to provide proper, exact and clear information at the required time about the Company's products and services;
- to disclose true and correct information at all times;
- to make sure that during their communication the brand names used by them are never mistaken for those of the owner company;
- to observe the relevant national and international laws, regarding the services sold by the Company, with special emphasis on the requirements of regulated market operations, prescribed by the EU directives;
- to take extra care that the services provided are based on the principles of equal treatment, non-discrimination and transparency;
- to primarily focus on ensuring the continuous and safe operation of the cooperating natural gas system during any decision-making about maintaining the security of supply.

The Company strives to provide high-quality services that satisfy customers in order to create a positive company image about its performance and services.

Customer satisfaction is achieved and maintained by continuously providing high-quality services, which are evaluated regularly.

6.9. Required conduct of employees towards the suppliers

It is the employees' duty to support the Company's suppliers in getting to know and understanding FGSZ's principles and requirements regarding the Code of Ethics. When acting in the name of the Company its employees:

- shall be responsible for selecting suppliers through non-discriminative and transparent procedures, excluding any conflict of interest or any other preferential treatment that may influence the decision;
- may not give preference to any supplier over the others. If during any procedure a supplier receives information that would give an advantage to them, this information shall be given to all the other suppliers;
- shall choose only reputable persons and companies with the necessary skills and references as business partners;

- shall strive to have suppliers working for the Company who comply with legal requirements as well as the ethical requirements of the Code;
- shall be especially responsible for helping suppliers understand the Company's ethical requirements;
- shall notify their manager if they notice any supplier behaviour that is not in line with these requirements (e.g. attempted bribery);
- may not request or accept a remuneration of any kind from business partners. Business relations with business partners who offer undue advantages shall be terminated immediately and this shall be reported to the manager exercising employer's rights;
- shall inform their manager exercising employer's rights about any invitation to business events or customer meetings and ask their consent in advance, checking with them whether attending such events or meetings would serve the Company's business interests;
- may not accept any offers from the Company's business partners regarding any travels, holidays and accommodations or any entertainment, gifts or other gain financially or in kind. Provided that the gift or offer is received through a chanel, where the kind of gain is unforeseen (e. g. by post or mail order), and it is taken over, the package shall be forwith forwarded to the Corporate Security departement by the employee, which takes care of the charitable offer or the destruction of the gift.
- may not disclose the suppliers' confidential business information (tender prices, price quotes, etc.) to others.
- may not disclose internal confidential information to a supplier, related to the use of a particular service.

The Company's business partners are also expected to know and observe the entire contents of the Code of Ethics, publicly available on the Company's website (www.fgsz.hu) without applying the otherwise relevant contractual legal consequences.

6.10. Required conduct of employees towards the Company

6.10.1. Protecting the Company's assets

The Company's employees are required:

- to be responsible for the perfect condition of the Company's tangible assets, as well as their proper, effective and careful use;
- not to use the Company's tangible assets, intellectual property and facilities for private purposes. (In exceptional cases personal use may be authorised in writing by the person exercising employer's rights.) Portable devices or devices used when working from home (e.g. laptops, mobile telephones etc.) are owned or leased by the Company, therefore they must also be used and preserved with the required care and in accordance with the relevant internal rules and regulations, regarding the security and use thereof;
- not to carry out personal (e.g. business or agency) activities at the workplace.

6.10.2. Protecting the Company's intellectual property

Valuable ideas, strategies and other business data not created for public purposes (irrespective of their form) regularly produced during the Company's operation are owned by the Company and shall be protected. Since such information is produced by the Company's operations, it is governed by the various statutes on the protection of intellectual property.

In order to protect intellectual property the Company's employees are required:

- not to disclose any confidential information or data and not to leave them unattended and open to unauthorised access;
- only upload computer programmes onto Company computers the licences of which have been paid by FGSZ;
- not to use confidential information owned by others unless it is provided by a contract or authorised by the Legal department;
- never to use materials or trademarks owned by others (e.g. audio or video extracts, audio recordings from the Internet or other sources etc.) without obtaining a prior written consent from the owner;
- not to violate intentionally or through negligence the patent rights of others;
- to only copy documents and data after obtaining an authorisation to do so.

Intellectual property produced or purchased with the Company's resources shall be owned by the Company and may not be used as private/personal property or for private purposes.

6.10.3. Protecting the Company's digital systems and networks

All computer hardware and software, as well as all information relating to the Company and stored on the Company's digital systems or on the computers owned by employees or others (with authorisation) shall be owned by FGSZ.

In order to protect the digital systems and networks, the Company's employees are required:

- to be aware and during their work comply with the Company's regulations about internet use;
- not to use FGSZ's electronic communication systems to download or forward data and information without proper authorisation;
- not to search, store, send and publish pornographic images, texts, films or video recordings; materials promoting violence, hatred, terrorism, the denial of the Holocaust or the intolerance of others; disturbing, obscene or threatening materials. If they obtain documents with such content, e.g. by e-mail, they must delete them from their computers immediately;
- to manage and use with extra responsibility and proprietary solicitude all mobile devices, including mobile phones, mobile internet, etc. that allow access to information that is owned by the Company, important and may be protected.

6.10.4. Relations with the administration, involvement in politics

All employees of the Company shall be responsible for:

- taking extra care during their involvement in politics
    - not to use the Company's name;

  - not to give the impression that the Company is committed towards any parties or political movements;
- not to join any group, the aims or activities of which are in contradiction with the Company's interests or the values and requirements of this Code;
- not to use the Company's tangible assets (e.g. fax machines, computers, Internet, telephones, photocopiers, printers, scanners, letterhead stationary etc.) during their political activities.

6.10.5. Conflict of interest

All employees of the Company shall:

- comply with the Company's VIG-TÁT-14 regulations on conflict of interests;
- when acting as a private individual not work together or provide a service for or buy a service from anybody with whom they are also collaborating with through work;
- obtain a written authorisation from their manager exercising employer's rights in order to establish a relationship with any client or supplier or a company involved in an area related with the Company's activities, where the suspicion of conflict of interest may arise;
- comply with internal regulations and notify their manager exercising employer's rights immediately after learning that any of their relatives, as specified by the Civil Code, is a client of a company which has business relations with FGSZ or works for any if the Company's suppliers in order to decide whether intervention is necessary;
- not accept a job where they could employ, supervise or manage any of their close relatives or influence the conditions of their employment, irrespective of whether such relative is the employee of the Company or any of its contracted partners. Exemption from this may only be given by the person exercising employer's rights;
- obtain a written authorisation from the person exercising employer's rights, as prescribed by internal regulations, prior to accepting a membership position in any board of directors or supervisory board (including non-profit organisations).
- take care not to have conflict of interest due to their investments, which would impair their objectivity required to make decisions in the interests of the Company. Making an investment that accumulates the wealth and assets of suppliers or clients shall be considered a conflict of interest. The prior written authorisation of the person exercising employer's rights shall be obtained prior to making decisions that qualify as or give an impression of conflict of interest when contemplating to make investments into such enterprises. The following investments may not be allowed in any circumstances:
  - acquiring shares in a supplier company which participates in the Company's purchase tenders and whenever the employee plays a role in or any of his/her subordinates are responsible for selecting, evaluating or contracting with such a supplier;
  - acquiring shares in the company of a business partner when the employee or his/her subordinate is responsible for the transactions between such partner and FGSZ;
- employees shall be aware of laws and internal regulations regarding the establishment of agency contracts or work-related legal relationships outside of the Company; Prior to establishing such relationships they shall notify the person exercising employer's rights who then decides on the matter of conflict of interest.

6.10.6. Complying with health and safety requirements

Health and safety risks related to the Company's activities are mitigated by creating and continuously improving safe work conditions.

All employees of the Company shall:

- always comply with HSE requirements at the workplace;
- cease any activities that are no longer safe and immediately report them to their manager;
- only carry out work which they are qualified and fit for;
- know the requirements that need to be followed in case of a breakdown or any other unexpected incident;
- immediately report to their direct superior or their employer all accidents, injuries, illnesses, circumstances that are unsafe or pose a health hazard or the spillage of substances that are harmful to the environment in order to immediately start measures aimed at damage prevention, control, recovery and surveillance;
- never start work under the influence of alcohol or other mind altering substances and also prevent others from doing so;
- do not keep alcohol or other mind altering substances at the workplace and report others doing so;
- observe the rules about restrictions on smoking at the workplace;
- comply with the Safety regulations at the workplace and make sure that other also do so;
- always show up to work in clothes that comply with the safety regulations.

The Company operates with a focus on the environment in order place the smallest possible burden on the environment and contribute to creating a clean and livable environment for future generations.

During the implementation of its objectives the Company would also like to influence the environmental approach of local people in a positive way, as well as use and promote environment-friendly technologies.

6.11. Required conduct of employees towards their colleagues

6.11.1. Non-discrimination

In order to prevent any discrimination the Company's employees are required:

- not to use any discrimination on the basis marital status, gender, age, ethnicity, skin colour, race, religion or political affiliation, disability or sexual orientation;
- to only make decisions on the basis of merit, performance, qualifications or other work-related factors;
- to build their work relationships on cooperation, openness, trust and the principle of mutual respect and support;
- to be open and sensitive to cultural diversity and support foreign colleagues in adapting to the local environment;
- not to publish or disseminate documents or jokes that may insult others;

- to step up against all forms of discrimination.

6.11.2. Respecting others – human relationships within the Company

All employees shall be responsible for promoting a work environment that is built on trust and mutual respect, without which it is not possible to establish cooperation which yields outstanding business results.

To this end the Company's employees are required:

- not to behave in a way that may be regarded as aggressive, threatening, malicious, evil-intentioned or offensive by others;
- to refrain from any form of sexual harassment at the workplace. The most common form of sexual harassment is gender-based which materialises when the injured party has a reason to assume that by refusing the other's sexual advances he/she may end up in a disadvantageous situation in terms of being offered a job, employed or promoted or may experience a hostile work environment (e.g. physical contact or approach, sexual innuendo, being sent or shown pornographic images, demands of a sexual nature either in words or behaviour.);
- to refrain from any behaviour aimed at or resulting in:
    - to create a hostile work environment which is built on bullying, including behaviour aimed at making colleagues who wish to integrate into the work environment adapt wrong work practices;
    - to interfere with the work performance of other colleagues excessively;
    - to influence the opportunities of colleagues finding jobs;
- to refrain from humiliating and insulting others;
- to refrain from telling jokes about origin, ethnicity, religious beliefs, age or sexuality;
- to refrain from all forms of mental, physical or sexual harassment in the Company's territory;
- to refrain from all forms of private agency activities at the operating sites of FGSZ;
- not to disseminate or publish violent materials;
- to carry out political activities or attempt to convert others to a religion outside of the workplace and working hours only;
- not to abuse any personal data and information about others, handled during their work;
- not to spread malicious gossip or use electronic devices to send offensive of discriminatory information.

7. WHERE TO SEND A REPORT?

If employees acquire data or information which raises the suspicion of someone having violated or attempting to violate the Code, they must report this to their manager, to the person exercising employer's rights and in the case of other affected persons to their FGSZ contact and in both cases to the Ethics Committee by following the detailed instructions in Appendix no. 3.

8. APPENDICES

Number	Title
Appendix no. 1	Declaration
Appendix no. 2	Contact information of the Ethics Committee members
Appendix no. 3	Rules of procedure of the Code of Ethics