

« Introduction »

- • The SSE Group (thereinafter “Group”) comprises companies, operating different businesses, but all working towards the single goal of providing the vital commodity of energy to the greatest number of customers. In fulfilling this mission, the Group companies have forged individual corporate identities but with common core values which are shared throughout the Group.
- • Guaranteed access to electricity, continuity, quality and security of supply, and equitable treatment of all customers, are the principles which guide all our industrial and commercial activities. Our mission also implies ethical practices serving the public interest. Our ambition is to embed these principles to the Ethical Code of the Group, in the context of a global energy market undergoing liberalization.
- • Our activities make us accountable in the present to our partners, customers and shareholders. They also imply a responsibility at large for enabling universal access to power, and to future generations for preserving resources in the pursuit of sustainable and socially responsible growth. This is the meaning of the sustainable development approach to which our Group is committed by delivering its joint objectives of economic success, social equity and environmental responsibility.
- • SSE Group's identity is defined by five core values which are a part of Ethical Code SSE Group. They are inherited from the concept of public service and constitute key components of sustainable development. They are: respect for the individual, respect for the environment, excellent performance, social responsibility, integrity.
- • The goal of the Group's Ethical Code is intended to meet the expectations of stakeholders. They will evolve and be enriched both by the Group's experience and through dialogue with external partners.
- • The Group and each of its constituent companies act according to principles for ethical practice which will guide implementation of each of the five values.
- • As a part of Ethical Code there are our obligations to values and principles of ethical behavior elaborated in the annex – The Handbook of Ethical Practice (thereinafter “The Handbook”), which will be helpful by daily decision-making in the realm of ethic and by its championing at working process.
- • SSE Group negotiated Ethical Code of SSE Group with representatives of SOZE because of communally apprehending, understanding and advancing the main values and ethic principles of Group.

Stakeholders, individual or institution, and any employee will be entitled to demand compliance with the Group's values and relevant principles for ethical practice, and shall have the right to alert head of Internal Audit SSE, a.s. to any observed failure to comply.

« Core Values »

We, men and women of the SSE Group, individually and collectively respect and promote the following values:

Respect for individuals

We place respect for individuals, their rights and cultures at the core of our relationships and partnerships. We build trust through open and honest communication.

Environmental responsibility

The environment is a key factor in our business decisions. We are accountable to current and future generations for our impact on society and the environment. We will comply with and promote international standards of environmental protection and will account publicly for our performance on these issues.

Striving for excellence

Striving for excellence of every individual within the Group improves the service we provide to our customers. The added value we each create contributes to the profitable and sustainable growth of the Group and will benefit all, whether customers, employees, shareholders, partners or the community.

Commitment to the community

We are committed to offering reliable and equitable access to energy, which is an essential commodity for human well-being and development. We will fulfil our corporate responsibility to provide energy for all and promote social integration for disadvantaged people. We will work to extend access to energy to communities still deprived of power.

Necessity of integrity

As employees of a Group positioned at the hub of multiple interests, integrity is the foundation of our behavior in all stakeholder relationships. Integrity precludes corruption and requires that we act at all times with honesty and openness.

We identify with these values and we will work to ensure that they are respected both individually and as a whole. They confirm our commitment to universal codes of ethics: The Universal Declaration of Human Rights, the European Charter of Basic Rights, the Declaration and Convention of the ILO (International Labor Organization) relating to basic working rights and principles as well as the Guiding Principle of the OECD (Organization for Economic Cooperation and Development) intended for multinational companies.

《《 Principles for Ethical Practice 》》

• • SSE GROUP AND ITS CUSTOMERS

• • **To act according to its values, the Group shall abide by the following principles of ethical practice when dealing with its customers:**

• • **Respect, listen to and treat each individual fairly, accepting differences.**

• • Undertake to ensure that all customers, whether residential, business or local authority, shall benefit from equal consideration, fair treatment and high standards of service. In commercial advertising, refuse any media, messages or images that might prejudice individual rights or offend personal dignity. Prohibit all discriminatory practices. Give each Group customer the opportunity of raising at any level complaints or concerns related to the company's business, with a guaranteed response within a short and specified time period. Customers will have the option of taking a complaint directly to the head of Internal audit of SSE, a. s. or as a last resort to the Chairman of Board of directors of SSE, a. s.

• • **Meet our customers' expectations by offering environmentally friendly technologies.**

• • Make information available to each new customer on electricity usage and offer advice on energy savings. Provide information on the sources of the electricity we sell. Offer advice and services in the field of industrial ecology, and reduction of greenhouse gases. Develop diversified technical and commercial products and services to stimulate development of a wider range of power generation techniques.

• • **Take measures to ensure that our customers benefit from the Group's financial profitability.**

• • Offer competitive services and products which meet with the requirements of public service and which are made viable by the financial success of the company and its staff.

Act responsibly towards underprivileged customers.

Develop mechanisms to listen to and assist customers in emergency and precarious situations. Actively seek contact and dialogue with underprivileged customers prior to any decision, in order to come up with the most appropriate solutions. Offer advice on how to contact existing welfare services.

Ensure personal health and safety, and the safety and security of facilities.

Promote customer and neighbourhood information and awareness campaigns highlighting safety rules and advice relating to the use of electrical appliances. Aim to promote best practice in the electrical safety of domestic and industrial facilities, by, for example, working with professional installers.

Make integrity our watchword.

Respect all business commitments whether they be quotes, contracts, gentleman's agreements or others. Ensure that the company stays committed to the most fair and honest practices in all business relationships, through both its procedures and behaviour. Take adequate measures to prevent corruption. Publish and enforce a code of ethics applicable to each and every Group employee and covering all professional situations involving the Group.

SSE GROUP AND ITS SHAREHOLDERS

To act according to its values, the Group shall abide by the following principles of ethical practice when dealing with its shareholders:

Corporate governance procedures within each company of the Group shall conform to explicit rules of operation.

These rules are described in a document stating the governance principles applicable to Group companies, and defining the operational framework governing the Group companies' own rules and regulations.

Every shareholder shall be entitled to receive clear, accurate, and adequate information in good time.

The Group believes in treating its shareholders equally.

The Group reasserts its commitment to the principle of 'one share, one vote'.

The principle of separation between management and compliance functions will apply to the organisation of all Group entities.

Independent and objective auditing is essential to guarantee proper risk prevention for the company and its shareholders.

The Group intends to be its shareholders' preferred investment choice based on the value created, in line with joint objectives of economic performance, social and environmental responsibility.

The Group expects its representatives in subsidiaries to promote its sustainable development strategy within their respective companies.

The Group shall provide one's investors' with adequate information to assess its ability to prevent any risk of downgrade to its financial, economic, social and environmental rating.

The Group shall ensure proper monitoring of its rating by independent agencies, in order to identify and prevent any resulting risks.

SSE GROUP AND ITS SUPPLIERS

To act according to its values, the Group shall abide by the following principles of ethical practice when dealing with its suppliers:

Guarantee respectful, impartial and fair treatment for each and every supplier.

Guarantee transparency, impartiality and equitable treatment, both in tenders and awards of contract. Ensure confidentiality of information exchanged. Base the selection of suppliers on an objective assessment, while securing the best product quality.

Consider as part of our social responsibility the working conditions of subcontractors operating in our facilities.

Ensure strict compliance with the standards in our own companies, thereby protecting the health and safety of all individuals working at our sites. Apply the same standards to both Group employees and our subcontracted employees.

Encourage suppliers to join us in our pursuit of quality and innovation.

Apply performance stipulations to encourage suppliers and their subcontractors to progress and develop innovations, particularly on environmental issues, and in strict compliance with local regulations. Respect and impose the most exacting standards of quality, safety and environmental protection, and initiate the relevant certification procedures wherever certification has not yet been achieved.

Establish responsible relationships based on transparency.

In an effort not to undermine the stability of our suppliers, we will as far as possible provide them with accurate and early information on any predictable changes in our supply, construction or service contracts. Ensure that our relationships with suppliers never induce any situation of dependency towards the Group or vice versa. Provide advice and exchange best practices to help dependent suppliers, if any, to search for other customers and partners.

Make integrity our common language.

Build suppliers' trust in the Group, grounded in the integrity of Group's employees and organizations. To ensure that we promote honesty, loyalty and probity, we will put procedures in place to raise awareness, monitor and, if necessary, penalize unethical conduct. Issue a Code of Conduct to all employees involved in procurement detailing the rules applicable to each situation and the appropriate ethical behaviour. Require that each employee comply with the Code. Work with integrity to establish contractual relationships with our suppliers which are conducive to drawing up fair contracts respected by each party.

SSE GROUP AND SOCIETY

To act according to its values, the Group shall abide by the following principles of ethical practice when dealing with any community:

Respect governments and populations, act equitably and benefit from our diversity.

In countries where we operate, respect the national legislation, the people and their cultures, in all their diversity, by adopting the fundamental principles of the Universal Declaration of Human Rights. Observe a strict neutrality towards the public authorities of the countries in which we operate. Do not favour one political or religious group above any other. Provide citizens in the countries where we operate with the possibility of expressing complaints or concerns about the Group's activities. Guarantee that all such enquiries shall receive an answer within a defined and short time period, and facilitate referral to the head of Internal audit of SSE, a.s. as an option of last resort..

Establish fully transparent relationships with representative associations in the community.

Provide the public and recognized community bodies with clear, up-to-date and easy to understand information. Recognise all official bodies, representative associations and NGOs. Establish with these organizations an open and constructive dialogue on any issues related to the Group's ethics policy.

Act to protect the environment, today and for the benefit of future generations.

Implement the commitments for sustainable development as set forth in SSE Group's agenda. Act in full transparency and behave as a responsible company, concerned with reasonable use of natural resources and with limiting our environmental impact. Use sustainable development as the guiding principle for all Group activities, investments and tenders; develop the use of renewable sources.

Protect public health and safety and guarantee the safety of facilities.

Conduct public information campaigns, detailing the rules of safe behaviour in the vicinity of our generation, distribution and transmission facilities, in an effort to raise the local public awareness of risk prevention.

Ensure that the community benefits from the Group's profitability.

Work in partnership with those who represent the interests of the community. Get involved in sustainable urban development and cooperate with local authorities to promote balanced regional development, respecting local contexts. Use part of our profits to invest in research and development, enabling us to provide new solutions for technical, economic and commercial progress. Endeavour to serve the public interest by working in partnership with local authorities to develop profitable business activities conducive to sustainable local employment.

Maintain responsible relations with public authorities.

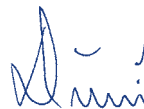
Take action to guarantee optimum security of power supply to the community. In the event of problems linked in particular to unfavourable climatic conditions, protect the public interest by providing uninterrupted minimum power supply to priority sectors, and mobilize all efforts to re-establish electricity as quickly as possible. In case of crisis, support public authorities by making resources available to assist the population in emergency situations.

Wherever we operate, act with integrity.

Observe all the commitments we make to public authorities and stakeholders (such as Agenda 21 or commitments to customers ...), monitor their implementation and, where necessary, involve partners in assessing the results. Ensure that decisions taken in the company's interest never become subject to individual interests or jeopardize the public interest. Publicize the Group core values and their application, so that anyone can assess group and individual compliance.



Pierre Chazerain
Chairman of the BoD of the SSE, a. s.



Ing. Ján Ďuriš
Vice-chairman of the BoD of the SSE, a. s.



Jean-Luc Farges
Chairman of the BoD of the SSE-Distribúcia, a. s.



Ing. Martin Magáth
Member of the BoD of the SSE-Distribúcia, a. s.



Ing. Ľubomír Kollárik
Chairman of the BoD of the EEM, a. s.



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Ing. Mikuláš Koščo
Chairman of the BoD of the SSE-Výroba, a. s.



RNDr. Ján Pišta
Member of the BoD of the SSE-Výroba, a. s.



Ing. Milan Degner
Executive of the SSE-Metrológia, s. r. o.



Sign manual, I do hereby undertake to follow the Principles and Values of the Ethical Code.

In on

signature



STREDOSLOVENSKÁ ENERGETIKA



SSE - METROLÓGIA



SSE - DISTRIBÚCIA



SSE - VÝROBA



ELEKTROENERGETICKÉ MONTÁŽE, a.s.

