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CRIMINAL COMPLIANCE PROGRAM CODE of TSC GROUP, a.s.

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1. Basic provisions

The Criminal Compliance program Code (hereinafter as “CCP Code”) is one of basic standards of the whole TSC GROUP, a.s., with official address at Stodolní 316/2, 702 00 Ostrava - Moravská Ostrava, Id. No.: 294 52 066, registered in the Trade Register at the Regional Court in Ostrava, section B, file 10331 (hereinafter only as “TSC GROUP, a.s.”), being the controlling entity under whose united management individual controlled entities are subject, i.e. the companies:

- ❖ **TSC Cleaning, a.s.**, with official address at Stodolní 316/2, 702 00 Ostrava – Moravská Ostrava 253 68 907, VAT NO.: CZ 253 68 907, registered in the Trade Register at the Regional Court in Ostrava, section B, file 4249 (hereinafter only as “**TSC Cleaning, a.s.**”),
- ❖ **Leastex, a.s.**, with official address at: K Myslivně 2140/61, Poruba, 708 00 Ostrava, Id. No.: 451 92 731, VAT NO.: CZ 451 92 731, registered in the Trade Register at the Regional Court in Ostrava, section B, file 434 (hereinafter only as “**Leastex, a.s.**”),
- ❖ **TSC Services, s.r.o.**, with official address at: Balcarova 1716/4, Moravská Ostrava, 702 00 Ostrava, Id. No.: 471 50 831, VAT NO.: CZ 471 50 831, registered in the Trade Register at the Regional Court in Ostrava, section B, file 3804 (hereinafter only as “**TSC Services, s. r.o.**”);
- ❖ **TSC Hospital, s.r.o.**, with official address at: Stodolní 316/2, Moravská Ostrava, 702 00 Ostrava, Id. No.: 268 72 561, VAT NO.: CZ 268 72 561, registered in the Trade Register at the Regional Court in Ostrava, section C, file 40981 (hereinafter only as “**TSC Hospital, s.r.o.**”);
- ❖ **TechClean, s.r.o.**, with official address at Slovenská 1085/1a, Přívoz, 702 00 Ostrava, Id.No.: 607 77 541, VAT NO.: CZ 607 77 541, registered in the Trade Register at the Regional Court in Ostrava, section C, file 6866 (hereinafter only as “**TechClean, s.r.o.**”);
- ❖ **TSC Clena, s.r.o.**, with official address at: Slovenská 1085/1 a, 702 00 Ostrava – Přívoz, Id.No.: 278 57 239, VAT NO.: CZ 278 57 239, registered in the Trade Register at the Regional Court in Ostrava, section C, file 31936 (hereinafter only as “**TSC Clena, s.r.o.**”);
- ❖ **TSC Job, s.r.o.**, with official address at: Stodolní 316/2, Moravská Ostrava, 702 00 Ostrava, Id. No.: 049 95 694, registered in the Trade Register at the Regional Court in Ostrava, section C, file 68577 (hereinafter only as “**TSC Job, s.r.o.**”);

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- ❖ **TSC Jet, a.s.**, with official address at: Stodolní 316/2, Moravská Ostrava, 702 00 Ostrava, Id. No.: 109 52 101, VAT NO.: CZ 109 52 101, registered in the Trade Register at the Regional Court in Ostrava, section B, file 11330 (hereinafter only as “**TSC Jet, a.s.**”),
- ❖ **TSC Marketing, s.r.o.**, with official address at: Stodolní 316/2, Moravská Ostrava, 702 00 Ostrava, Id. No.: 142 15 748, VAT NO.: CZ 142 15 748, registered in the Trade Register at the Regional Court in Ostrava, section B, file 88300 (hereinafter only as “**TSC Marketing, a.s.**”),
- ❖ **TSC Facility, s.r.o.**, with official address at Stodolní 316/2, 702 00 Ostrava – Moravská Ostrava, Id. No.: 607 11 175, CZ 607 11 175 registered in the Trade Register at the Regional Court in Ostrava, section C, file 72003 (hereinafter only as “**TSC Facility, s.r.o.**”);
- ❖ **TSC Spectre, s.r.o.**, with official address at Stodolní 316/2, 702 00 Ostrava – Moravská Ostrava, Id. No.: 055 92 968, CZ 055 92 968 registered in the Trade Register at the Regional Court in Ostrava, section C, file 68263 (hereinafter only as “**TSC Spectre, s.r.o.**”);
- ❖ **TSC Cleaning, s.r.o.**, with official address at: Ladislava Hudeca 2A, 974 01 Banská Bystrica, Slovak Republic, Id. No.: 51 868 661, VAT No.: 212 081 85 02, Id.No., VAT No.: SK2120818502, registered in the Trade Register at the Regional Court in Žilina, section Sro, file 70604/L (hereinafter only as “**TSC Cleaning, s.r.o.**”).

2. Purpose


The CCP Code implements a complex system of internal company measures and procedures for prevention, detection and reaction for possible criminal or unethical negotiations that is a strategic part of TSC GROUP, a.s. concern culture. This complete system is called the Criminal Compliance Program TSC GROUP, a.s. (hereinafter as “CCP”).

This document links further internal regulations that also define rules and principles of conduct for employees of individual companies of TSC GROUP, a.s. concern and their employees, it conforms to them, links and refers to them and amends them.

3. Scope

All rights and obligations defined in this CCP Code relate TSC GROUP, a.s. and to all companies that are controlled entities within TSC Group concern as per the date of its effectiveness or companies that will become a controlled entity anytime after the entry of this CCP Code into its effectiveness.

It is available for concerned persons from the Intranet of individual concern companies or in printed form at the legal function of TSC GROUP, a.s. concern. Due to its maximum transparency the CCP Code is also available for the public and business partners at web pages of TSC GROUP, a.s. and individual companies of the concern.

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Every concerned person gets acquainted with and signs to be fully acquainted with CCP and CCP Code in full scope and dully informed on his/her rights and obligations resulting of it, this through a signature of declaration on honour being annexed to CCP Code as the Annex No. 1 or any similar document that sufficiently confirms such acknowledgement.

4. Used terms and abbreviations

CO	Compliance officer
CCP Code	Criminal Compliance program Code of TSC GROUP, a.s.
TSC GROUP, a.s.	TSC GROUP, a.s. and all companies that are part of the concern
IMSD	Integrated management system department
EC	Ethical commission
CCP	Criminal Compliance program
CONCERNED PERSONS	Every employee or person in similar position performing work tasks and further persons mentioned in the provision § 8 para 1 of the Act No. 418/2011 Coll.

Provided any other abbreviations are used in CCP Code that stated above, they are defined locally.

5. Criminal Compliance program Code of TSC GROUP, a.s. concern

TSC GROUP, a.s. and all entities controlled by it forming the concern with it, striving for fighting any illegal (criminal) and also unethical action, accept this Criminal Compliance program Code (CCP Code) of TSC GROUP, a.s. concern. We engage to follow the CCP Code and apply it with all effort expended that can be reasonably requested, in order to avoid illegal crime and avoid or eliminate at maximum any impacts of committed illegal action within TSC GROUP, a.s. concern.

All companies forming the TSC GROUP, a.s., concern declare their general interest in prevention and disclosure of criminal action and in averting consequences of committed crime. This responsibility is also based on position of all concern companies as employers of a large number of employees and it manifests itself as the responsibility towards these employees as well as the responsibility for the action of these employees. CCP Code formulates values, principles, measures and procedures that TSC GROUP, a.s. considers as the key ones in the area of criminal responsibility, from the point of view of achieving internal goals of TSC GROUP, a.s.

TSC GROUP, a.s. declares to insist on the performance of its action in full accordance with all legal regulations and ethical requirements for which it is based on current valid legal and internal regulations that form a complete, complex, conforming and mutually linked system of principles, rules, measures and procedures aimed to permanently ensure and enforce legally and ethically conforming conduct of TSC GROUP, a.s. concern and its employees.

TSC GROUP, a.s. declares its absolute zero tolerance of crimes committed in the interest of the whole TSC GROUP, a.s. concern covering individual concern companies specified above or within the action of the statutory body or the member of the statutory body of all concern companies or any other person in top management position within all companies gathered in TSC GROUP, a.s., concern, authorized to act on behalf for the concern or for an individual company of TSC GROUP, a.s. concern, a person of management roles within all companies gathered under the TSC GROUP, a.s., concern that perform controlling or managing activities or by a person who apply a decisive influence in the management of the whole TSC GROUP, a.s., concern or an employee in individual companies or a person in similar position (thus CCP Code also relates to all employees of the whole concern and all concern companies as specified above).

CCP Code is a basic internal regulation for CCP and defined CCP principles, adapts individual measures, procedures, rights and obligations of concerned persons and namely contains:

- ❖ formulation of CCP values, principles, goals and regulations,
- ❖ CCP presentation and implementation,
- ❖ CCP preventive, detection and reaction procedures and measures,

CCP Code thus defines three basic CCP elements:

- ❖ Prevention
- ❖ Detection
- ❖ Reaction

5.1. Criminal compliance program (CCP)

CCP is a complex system of internal company measures and procedures that affects every activity of individual legal persons within TSC GROUP, a.s. concern.

The purpose of CCP is to avoid a crime commitment and to avert impacts of committed crime or unethical conduct. Thus CCP namely ensures the prevention of illegal and unethical action of concerned persons.

Impartiality and independence of CCP performance and trust are ensured by a system of confidential reporting network, protection of whistle blowers and by a system of maximally independent responsible persons - CO, EC and IMSD.

Independence and impartiality of concerned persons shall not be breached by anybody.

CCP is fully conforming to the legal regulations of the Czech Republic and internal regulations of individual companies within TSC GROUP, a.s. concern.

CCP is based on internal regulations that are available at www.tsc-group.cz and at the legal function of TSC GROUP, a.s., which means namely the following documents:

- ❖ CCP Code
- ❖ TSC GROUP, a.s. Anti-corruption Program
- ❖ Code of Ethics

and further internal regulation and legal regulations, namely the Criminal Act, Act on criminal liabilities of legal entities and the criminal procedure.

CCP responsible persons are:

- ❖ Compliance officer – **Simona Poláčková**
- ❖ Ethical commission - **Patricie Hübnerová, Ing. Šárka Hanzelková, Zdeněk Volf**
- ❖ Integrated management system department – **Ing. Bc. Petra Závadová**

CCP Code		
Anti-corruption Program		Code of Ethics
Further internal regulations		
Zero tolerance of TSC GROUP, a.s. concern management to any illegal or unethical action		
Prevention	Detection	Reaction
<p>Basic documents</p> <ul style="list-style-type: none"> ❖ CCP Code ❖ Code of Ethics 	<p>System of whistle blowing:</p> <p>Whistle blower protection</p> <ul style="list-style-type: none"> ❖ electronic reporting ❖ written or personal reporting ❖ phone reporting ❖ reporting to a public prosecutor or police body 	<p>CCP breach impacts</p>
<p>Responsible persons</p> <ul style="list-style-type: none"> ❖ Compliance officer ❖ Ethical commission ❖ Integrated management system department 	<p>Further detection measures</p> <ul style="list-style-type: none"> ❖ general detection obligation ❖ nonstandard procedure order by a superior 	

<p>Definition of basic obligations</p> <p>Systematic evaluation of risks</p> <p>Awareness</p> <ul style="list-style-type: none"> ❖ training ❖ communication <p>CCP monitoring and improvement</p> <ul style="list-style-type: none"> ❖ report on CCP fulfilment ❖ external audit <p>Further prevention measures</p> <ul style="list-style-type: none"> ❖ screening of contractual parties ❖ system of information storage (GDPR, program effects) ❖ rules for gifts ❖ marketing and public relations 	<p>Verification</p> <ul style="list-style-type: none"> ❖ general rules ❖ suspicion of CCP breach 	<p>Corrective measures</p>

5.1.1. Position of the Code of Ethics

CCP includes the Code of Ethics of TSC GROUP, a.s. concern employees (hereinafter only as “Code of Ethics“). The Code of Ethics defines basic moral rules of conduct for employees that do not result from legal or internal regulations. At the same time it defined some principles in relation to the issue of corrupt practices.

In case of a discrepancy between this CCP Code and the Code of Ethics, the CCP Code prevails.

5.1.2. Position of the Security policy

The Security policy is a set of strategies, principles, basics and general requirements aimed to ensure the security of TSC GROUP, a.s. as a whole. It aims to ensure a safe environment for all employees and visitors of all buildings and managed property of TSC GROUP, a.s., to ensure the protection of defined property and to minimize effects of security incidents, and whenever possible, to avoid their occurrence, namely to recognize in time possible threats and to analyse them before they happen.

The security means such a situation where risks and threats for TSC GROUP, a.s. are minimized or eliminated. The security policy of TSC GROUP, a.s. namely defines and explains individual terms of security, it defines security goals and procedures for their achievement, it defined basic principles of learning, controlling, corrective measures and defined property protection.

In cooperation with CO the responsible persons solve such security incident that have or can have the crime act character, or the unethical conduct character.

5.2. Prevention

The prevention namely aims to avoid any crime commitment and within CCP it means a set of measures and procedures to avoid, eliminated and neutralize factors leading to crime or unethical conduct commitment. Individual measures and procedures are rules in internal regulations of TSC GROUP, a.s.

5.2.1. Basic obligations

Concerned persons are especially obliged to:

- ❖ Always act legally, i.e. in full conformance with legal regulations of the Czech Republic and all internal regulations of TSC GROUP, a.s. and ethical principles.
- ❖ Always act in accordance with CCP values, basics, principles, rules and goals.
- ❖ Always act so that no crime that could be assigned to TSC GROUP, a.s. is committed.
- ❖ Not to participate in any crime of any form.
- ❖ In case they are informed in credible way that any other person has committed a crime that could be assigned to TSC GROUP, a.s. or are informed in credible way that any other person intends to commit a crime that could be assigned to TSC GROUP, a.s. to act actively and in accordance with CCP; at the same to make all to avoid any crime or to revert its caused effects.
- ❖ In case of any doubt, suspicion or ambiguity to ask CO or EC for explanation.
- ❖ Actively contribute for CCP goals fulfilment.

5.2.2. Systematic evaluation of risks

IMSD under the supervision of CO actively performs the systematic evaluation of risks.

CO, IMSD and EC actively search and define risk points, system procedures and activities of TSC GROUP, a.s. and functional performance (risk position analysis) where a crime or a corruption or unethical conduct can happen.

CO defines and controls the risk system within CCP and recommends TSC GROUP, a.s. management measures for their elimination.

The systematic risk evaluation relates to the whole issue of criminal responsibility.

The systematic risk evaluation is made continuously, once per year minimally, or in case of a relevant change of action or position or legal regulation.

The systematic risk evaluation is performed similarly based on relevant regulations whereas this CCP Code includes all crime risks, i.e. risk of any crime commitment as stated in § 7 of the Act on criminal liabilities of legal entities.

The evaluation of risk importance shall conform to conditions of criminal liability occurrence pursuant to the Criminal Code for crimes stated in § 7 of the Act on criminal liabilities of legal entities. The risk importance is thus defined by the limit of fulfilling the conditions of the specific facts of the crime.

Further internal regulations adequately used in this area are:

- ❖ Risk management
- ❖ Precautionary regulation
- ❖ Contractual relationships with suppliers

For the purpose of prevention CCP Code evaluates main risk areas of activities of TSC GROUP, a.s. which means activities in facility management, public tenders and environment protection as well as in the area of corruption and some others. All concerned persons, and namely persons performing the action in the interest of TSC GROUP, a.s. or within the action of TSC GROUP, a.s. in some of above mentioned areas, shall be dully acquainted with these selected crimes and their interpretation.

5.2.3. Awareness

TSC GROUP, a.s. emphasis that the concerned persons and other persons are comprehensibly acquainted with CCP Code and the crime responsibility issues.

CO, in cooperation with IMSD, is ready to prepare a summary of information on CCP.

5.2.3.1. Training

The training on CCP issues is one prevention means within CCP. The training shall have informative and preventive impact so that the concerned person is dully acquainted with CCP and relevant crime issues.

Every concerned persons is obliged to participate in all CCP trainings.

TSC GROUP, a.s. ensures the training of CCP concerned persons within two years from CCP Code entering its effectiveness. Such training may be held in relation with internal meetings of individual functions (for ex. concern meeting, operational function meetings, sales department meetings, etc.).

TSC GROUP, a.s. shall minimally perform the CCP training once per two years. Concerned persons are obliged to participate in such trainings, i.e. to complete them.

New concerned persons mentioned in the provision of § 8 para.1 of the Act No. 418/2011 Coll. are acquainted within their onboarding training not only with the Code of Ethics but also with this CCP Code and CCP as a whole.

CCP training shall be namely focused on conditions of criminal responsibility, issues of criminal responsibility of legal persons and effects of CCP breach.

Presence and content of the training shall be duly documented.

CO ensures and is responsible for the organization and documentation of the training.

5.2.3.2. Communication


Communication on CCP is a CCP tool for the prevention area. TSC GROUP, a.s. communicates CCP to concerned persons.

TSC GROUP, a.s. ensures the access to all relevant CCP documents. TSC GROUP, a.s. ensures the access through clearly visible link on the web page of TSC GROUP, a.s. with maximally two clicks to a specific document, in the Intranet of TSC GROUP, a.s. or it is available at CO. Concerned persons shall be dully acquainted with CCP documents.

Leaders of TSC GROUP, a.s. are obliged to inform concerned persons (their subordinates) in continuous and suitable way on CCP and promote CCP as part of the company culture of TSC GROUP, a.s.

TSC GROUP, a.s. monitors the current development of criminal issues and regularly publishes news from this area in mentioned ways.

5.2.4. CCP monitoring and improvement

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5.2.4.1. Monitoring

TSC GROUP, a.s. emphasis permanent CCP monitoring, evaluating, controlling and function testing and related estimation of possible CCP risks and weak points.

CO is responsible to evaluate CCP as a whole once per year at least, by 30th April of each calendar year. In cooperation with EC and OIA CO prepares a report on CCP fulfilment once per year at least (hereinafter only "Report on CCP fulfilment"). This report namely contains:

- ❖ Number and short description of notifications on suspected CCP breaches
- ❖ Description of areas in which the criminal or unethical conduct is signaled
- ❖ Situation of the anti-corrupt measure implementation
- ❖ Information on the level of anti-corrupt and other criminal education
- ❖ Basic summary of adopted measures and risk identification
- ❖ CCP news
- ❖ Evaluation of CCP effectiveness

CO is obliged to present the report on the fulfilment to TSC GROUP, a.s. management.

CO is obliged to evaluate the need of CCP updates and the Code of Ethics and when necessary to ensure their updates, without delay in reaction to found facts, always by 30th September of every year at the latest.


5.2.4.2. CCP external audit

TSC GROUP, a.s. performs CCP audit once per 5 years at least and it shall namely include the evaluation of CCP effectiveness and function, including proposal for its update.

5.2.5. Further prevention measures

5.2.5.1. Complete verification of contractual partners and their contractual obligation within CCP

It is important which entities enters in contractual or other relations with TSC GROUP, a.s. for the fulfilment of CCP goals and CCP effective function. It is important for the crime prevention that such business partners conform to basic requirements resulting from CCP.

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TSC GROUP, a.s. and concerned persons are obliged to use especially publicly available sources for the verification of other business partners and shall evaluate and assess the gained information whether the business partner is credible and they shall accept relevant measures to eliminate identified risks.

5.2.5.2. Determination of management principles of human resources, including motivation of employees

TSC GROUP, a.s. emphasizes a due selection of concerned persons so that individual work places are equipped with professionally as well as morally qualified employees.

TSC GROUP, a.s. and relevant concerned persons are obliged to verify future employees and other concerned persons, namely those who act on behalf of TSC GROUP, a.s. within maximum possible scope allowed by the Czech legislation.

5.2.5.3. Internal system of information storage

TSC GROUP, a.s. takes care of due documentation and archiving of all measures and procedures of CCP fulfilment and for any action of TSC GROUP, a.s.

All measures and procedures shall be duly documented and archived so that they are any time traceable, usable, and documentable and verifiably in full.

Increased attention is put on archiving of all documents related to CCP. Thus, besides the requirement for due documentation, it is ensured that TSC GROUP, a.s. will dispose of necessary proofs in the future to be able to present them to law enforcement authorities.

5.2.5.4. Rules for gifts

TSC GROUP, a.s. perceives a higher risk related to corruption conduct in case of gifting (gift giving and receiving) and at the same time a social necessity of such conduct. Statutory bodies of TSC GROUP, a.s. are entitled to decide conditions for gifts giving.

5.2.5.5. Marketing and public relations

TSC GROUP, a.s. perceives generally risen risk of corruption conduct also in case of marketing activities as well as the necessity of positive TSC GROUP, a.s. presentation.

5.3. Detection

5.3.1. System of whistle blowing

The specific CCP goal for detection is to set effective mechanisms and ensure effective detection of CCP breaching behaviour or unethical conduct so that the confidentiality of the whistle blower and the notification and the possible relevant reaction is kept.

Every notification is assigned with a unique designation and is dully recorded.

CO is immediately informed on every notification of CCP or ethical rules breach.

The system of whistle blowing can be used safely and confidentially. Methods of whistle blowing enable notifications of concerned persons as well as any third person. All notification will be duly investigated, regardless their character.

CCP or ethical rules breach can be notified in person or in written to the given postal address, or at the following responsible person:

TSC GROUP, a.s.
Compliance officer
Stodolní 316/2
702 00 Ostrava – Moravská Ostrava

Notification on CCP or ethical rules breach can be made by phone at: CO: **+420 605 223 375**

In addition, it is possible to make such notification through the web form, electronic email address or in written. All records are continuously checked. All notification will be duly investigated, regardless their character and content.

Electronic notification can be made at the following electronic address: simona.polachova@tsc-group.cz

The whistle blower can also inform any state body or police body (§ 158 par. 2 of the Criminal Code).

5.3.2. Further detection measures

5.3.2.1. Nonstandard procedure

TSC GROUP, a.s. and all concerned persons are obliged to dully assess any action that differs from any standard or prescribed procedure, if such action leads to suspected CCP or ethical rules breach, and to adopt a relevant procedure for CCP goals fulfilment.

5.3.2.2. Order by a superior

If any concerned person believes that an order by a superior causes CCP breach, such persons is obliged to inform CO.

5.3.3. Verification

5.3.3.1. General verification rules

The verification purpose is to ensure and document all substantial facts of CCP or ethical rules breach suspicion and to decide the procedure for CCP goals fulfilment. Verification is made by responsible persons pursuant to CCP Code. Unless it is stated otherwise, CO performs the verification. In case the verification made shows reasonable suspicion of a crime, a proposal of reaction measure shall avoid a crime commitment or revert effects of committed crime or law enforcement bodies shall be informed provided all other rights and obligations are observed. In case the verification made shows a suspicion of unethical conduct, a notification to EC shall be proposal measure unless EC performs such verification itself. In case the verification made shows a suspicion of other breach, a proposal measure shall be passed to relevant function.

In case the verification made does not show any specific facts justifying a suspicion of CCP or ethical or other rules breach, the verification shall be terminated without any proposal measure and the notification is postponed.

From the system point of view there are two kind of events distinguished:

- ❖ Suspicion of CCP or ethical rules breach
- ❖ Suspicion of CCP or ethical rules breach by persons of specific position

Provided it is necessary to fulfil the CCP purpose, every responsible person can, regardless the verification procedure pursuant to CCP Code, make a notification based on the criminal procedure to any state body or police body ((§ 158 par. 2 of the Criminal Code).

5.3.3.2. Procedure in case of delay risk

In case there is a risk of delay (for example it is necessary to immediately react to avoid a crime commitment) CO or EC is obliged to act in accordance with CCP goals.

6. Responsibilities and authorizations

6.1. Compliance officer (CO)

- ❖ CO function is established.
- ❖ CO directly reports to the Chairman of the Board of Directors of TSC GROUP, a.s.
- ❖ Chairman of the Board of Directors of TSC GROUP, a.s., member of the Board of Directors, member of the Audit committee, member of EC or persons belonging to IMSD cannot be CO.
- ❖ CO is the responsible person of CCP and represents a main executive element of CCP.

- ❖ CO is obliged to proceed in order to fulfil CCP goals.
- ❖ Unless it is expressly stated otherwise in CCP Code or in another internal regulation, CO fulfils CCP goals and is responsible for their fulfilment.
- ❖ When performing actions within CCP CO always shall proceed independently and impartially in order to fulfil CCP goals.
- ❖ CO is a contact person of CCP.
- ❖ CO is responsible for avoiding any delay in CCP goal fulfilment.


CO namely:

- ❖ is entitled to ask due and necessary cooperation from the Chairman of the Board of Directors and its representatives, the Supervisory Board, within CCP fulfilment.
- ❖ cooperates with other functions and concerned persons of TSC Group a.s. within CCP performance;
- ❖ is obliged to provide cooperation and coordination in tasks of criminal proceedings or legal acts based on the Act on the Police of the Czech Republic.
- ❖ is a specialized guarantor within CCP.
- ❖ evaluates and proposes CCP updates.
- ❖ comments changes in internal regulations from the point of CCP.
- ❖ monitors and evaluates the CCP performance and proposes its improvement.
- ❖ accepts and evaluates suggestions to CCP improvements.
- ❖ monitors the development of legislation, judicature, professional comments and practice in the area of criminal responsibility of legal persons in order to improve CCP.
- ❖ is obliged to present upon request materials and relevant information on CCP to each function or concerned person unless it is prohibited by special legal regulations.
- ❖ is responsible for a prompt reaction in necessary cases.

CO shall be a person who is morally qualified irreproachable person.

CO is selected by the Chairman of the Board of Directors of TSC GROUP, a.s.

Within TSC Group CO is under employment relationship.

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7. Related documents

7.1. Basic legal regulations

Act No. 40/2009 Coll., the Criminal Code, as amended (hereinafter only as “Criminal Code”).

Act No. 418/2011 Coll. on the criminal responsibility of legal persons and proceedings against them, as amended (hereinafter only as “act on the criminal responsibility of legal persons”).