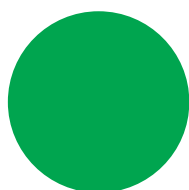


Code of Ethics of OSA member



Please note that the Czech version of Code of Ethics of OSA member is official and authoritative and should apply to all disputes arising out of this document. English translation is informative only and should be cross-referenced with the Czech version.

1. OSA MEMBER MAY NOT BE OSA EMPLOYEE

1.1. If an existing OSA employee wants to become an OSA member, decision of the General Assembly on admitting as a member has suspensive condition of termination of his/her employment relation to OSA. Membership applicant shall become OSA member after he/she terminates his/her employment in OSA.

1.2. If an existing OSA member wants to become an OSA employee, then conclusion of employment suspends his/her membership, which means that he/she shall not exercise any rights and duties of members. His/her membership shall be restored on the date of termination of employment, without being necessary to apply for it again, unless conditions of membership are not fulfilled at the moment of membership restoration for other reasons.

2. REGULATION OF EMPLOYMENT OF PERSONS CLOSE TO OSA MEMBERS

2.1. If a person close to OSA member applies for employment, the member shall be obliged to inform the Supervisory Board on this fact and the Supervisory Board shall secure by means of the Management Board so that possibility that the employee acts in favor of the member, to whom he/she is close, was excluded.

2.2. If a person close to OSA employee applies for membership, he/she shall be obliged to inform the Supervisory Board on this fact in his/her application for membership and the Supervisory Board shall secure by means of the Management Board, if the applicant is admitted as a member, so that possibility that the employee acts in favor of the member, to whom he/she is close, was excluded. Notice of the fact that membership applicant is related to existing OSA employee shall not be presented to the General Assembly at decision-making on the membership.

2.3. If a situation is to occur, which will make close persons from existing OSA member and employee, the member shall be obliged to inform the Supervisory Board on this fact, and the Supervisory Board shall secure by means of the Management Board so that possibility that the employee acts in favor of the member, to whom he/she is close, was excluded.

3. REGULATION OF EMPLOYMENT OF PERSONS CLOSE TO MEMBERS OF SUPERVISORY BOARD

3.1. If a person close to a member of the Supervisory Board applies for employment, the member of the Supervisory Board shall be obliged to inform the Supervisory Board on this fact and the Supervisory Board shall secure by means of the Management Board so that possibility that the employee acts in favor of the member, to whom he/she is close, was excluded.

3.2. If a person close to OSA employee applies for membership in the Supervisory Board, he/she shall be obliged to inform the Supervisory Board on this fact and it shall be also notified at the General Assembly within election of members of the Supervisory Board and taken into account at the election (both separately in professional groups and also in other professional groups at possible putting a veto on results of elections of other professional group). Necessary prerequisite of this situation is that procedure under clause 2.1., 2.2. or

2.3. has arisen before, since only OSA member may stand as a candidate for membership in the Supervisory Board.

3.3. If a situation is to occur, which will make close persons from existing member of the Supervisory Board and employee, the member of the Supervisory Board shall be obliged to inform the Supervisory Board on this fact, and the Supervisory Board shall secure by means of the Management Board so that possibility that the employee acts in favor of the member, to whom he/she is close, was excluded.

4. GENERAL PROVISIONS

4.1. Close person is deemed to be husband/wife and relatives in direct line.

4.2. Group of employees includes for the purposes of interpretation hereof persons employed in OSA on the basis of employment contract or work performance agreement.

4.3. If a member is a person close to OSA employee as of the date of adoption of the Code of Ethics, he/she shall be obliged to inform the Supervisory Board on this fact without undue delay.

