



NET4GAS Fraud Prevention Policy

NET4GAS ("Company") promulgates the present Fraud Prevention Policy with the aim of strengthening the Company's position in fight against and prevention of corruption.

The Company's objectives as regards fraud prevention include ensuring the transparency of processes and acting in accordance with laws and internal regulations.

As far as conditions within the Company, a fraudulent activity means an action that contravenes the law and internal processes, whereby an employee or another person might draw a personal benefit.

The prevention of fraud in NET4GAS is based on the cultivation of the Company's corporate culture, where the aim is to create an environment in which fraud is deterred, in which an open and honest atmosphere is promoted, in which employees cooperate with the Company management on fraud prevention, in which all individuals are treated with dignity and respect for their uniqueness, and in which relationships between employees are marked by mutual respect, fairness, team spirit, professionalism, and openness. An integral part of the corporate culture is the NET4GAS Code of Conduct, which lays down general rules for conduct within the Company.

The Company is committed to dealing with any suspicion of fraud, investigating thoroughly all identified cases of fraud, and taking both disciplinary and legal measures to eliminate fraudulent activity.

The key principle for preventing fraud in the Company is to provide every person with the opportunity to report to the Company's officials a suspicion of fraudulent activity, a violation of the NET4GAS Code of Conduct, or a major breach of internal regulations.

The preferred method that employees should use to report a suspicion of fraudulent activity is contacting their manager. Another NET4GAS official who can be contacted is the Head of Human Resources, who also holds the position of Compliance Officer for the NET4GAS Code of Conduct. In addition, the Company makes it possible for employees to report suspicions of fraudulent activity anonymously through an independent external ombudsman. Any information on investigation is considered strictly confidential.

A detailed description of the procedure for reporting a suspicion of fraudulent activity as per the foregoing, including the relevant references and contact details, is available on the NET4GAS intranet and internet.

Prague, 1 March 2017


Andreas Rau
Executive Officer


Václav Hrach
Executive Officer


Radek Benčík
Executive Officer