

## Code of Ethics

This Code of Ethics defines the core values and rules of conduct at Big Dig Data s.r.o. (hereinafter the „Company“). It applies to all employees, members of management, contractual partners, and suppliers, regardless of the form of cooperation. Its aim is to protect the Company’s credibility, its data, and the interests of its clients.

### **1. Integrity, ethics, and conflicts of interest**

Every team member acts honestly, transparently, and in compliance with applicable laws. Corruption, bribery, and any unethical influencing of decisions are prohibited. Any conflict of interest must be reported to management without delay, before a decision is made.

### **2. Protection of information, client data, and personal data**

Processing sensitive client data is a key part of the Company’s activities. Every team member is obliged to:

- Handle confidential client information with due care and confidentiality and comply with internal ISMS policies.
- Use only approved tools and systems; not grant third parties access to systems without authorization.
- Report any security incident or suspected incident to the responsible person without delay.
- Process personal data only in accordance with the GDPR and on the basis of a valid legal ground; not share it without the consent of the responsible person.

### **3. Working environment and human rights**

The Company ensures a safe, respectful, and non-discriminatory working environment. Any forms of harassment, bullying, or discrimination are prohibited. The Company strictly rejects child labor – including indirectly through the supply chain.

### **4. Environment**

The Company undertakes to take into account the environmental impacts of its activities and to act in accordance with applicable environmental protection regulations.

### **5. Reporting violations and whistleblower protection**

Every team member has the right and the obligation to report a suspected violation of this Code or of applicable regulations – to their direct superior or to management. A report made in good faith will not lead to any sanction. The Company guarantees whistleblower protection in accordance with Act No. 171/2023 Coll. A violation of the

Code may lead to disciplinary proceedings, termination of cooperation, or notification of the competent authorities.