

Whistleblower Protection

in accordance with Act No. 171/2023 Sb., on the Protection of Whistleblowers

Information for Whistleblowers

in accordance with Act No. 171/2023 Sb., on the Protection of Whistleblowers (hereinafter “the Act”), which governs this matter (also known as whistleblowing).

1. The internal policy of Medireco Clinic s.r.o. sets out the principles for the protection of whistleblowers and, among other things, guarantees the proper assessment of reports. It guarantees anonymity and protection against discrimination by the company for which the whistleblower has performed or is performing work or other comparable activities, whether directly or indirectly, or by a person with whom the whistleblower was or is in contact in connection with the performance of work or other comparable activities (hereinafter the “Employer”)
2. The Employer has designated an authorised person who is the recipient of reports under the Act. The authorised person for Medireco Clinic s.r.o. is Jiří Benedikt.
3. How to submit a report:
 - a. in writing to the address MEDIRECO a.s., 110 00 Praha - Nové Město, V Jámě 699/5, with the envelope marked “Do not open – whistleblowing”
 - b. by e-mail to the following address oznameni@medirecoclinic.cz
 - c. in person at the Employer’s registered office by prior arrangement (within 14 days of submitting a request for a meeting, unless otherwise agreed)
4. Reports under the Act may relate to the following areas of the Employer’s activities:

possible unlawful conduct that has occurred or is likely to occur within the organisation, or involving a person with whom the whistleblower was or is in contact in connection with the performance of employment, voluntary activities, professional practice or an internship within the organisation, and which

 - a. shows signs of a criminal offence,
 - b. shows signs of an administrative offence for which the law provides for a fine with a maximum amount of at least CZK 100,000, violates this act, or
 - c. breaches another legal regulation or a regulation of the European Union in the area of
 1. financial services, statutory audit and other assurance services, financial products and financial markets,
 2. corporate income tax,
 3. prevention of money laundering and the financing of terrorism,
 4. consumer protection,
 5. compliance with product requirements, including product safety,
 6. transport safety, transport operations and road traffic safety,
 7. environmental protection,
 8. food and feed safety and animal protection and health,
 9. radiation protection and nuclear safety,
 10. competition, public auctions and public procurement,
 11. protection of public order and security, life and health,
 12. protection of personal data, privacy, and the security of electronic communications networks and information systems,
 13. protection of the financial interests of the European Union, or the functioning of the internal market, including the protection of competition and state aid under European Union law.

5. The report contains information on the whistleblower's first name, surname and date of birth, or other information from which the whistleblower's identity can be inferred and the whistleblower can be contacted.
6. Knowingly false reports are subject to a sanction of up to CZK 50,000.
7. The Employer also accepts anonymous reports, however, such reports will not be handled under the Act or within the internal reporting system.
8. The Employer guarantees that confidentiality will be maintained, that reports will be assessed by the authorised person, and that the whistleblower will not be penalised in connection with the submission of a legitimate report and will be protected against retaliation by managers and the Employer.