

Code of Ethics for Employees of the Czech Hydrometeorological Institute

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Author: HNÍZDILOVÁ BLANKA

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RIEDER MARK 30.04.2025 8:24

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1. INTRODUCTORY PROVISIONS

1.1. This Code of Ethics sets out the principles of professional and ethical conduct of employees of the Czech Hydrometeorological Institute (hereinafter referred to as the "CHMI").

1.2. Our mission is to create and provide useful and beneficial products and services and to present them to customers to the extent and form adapted to their needs across our fields of activity. The Code supports responsible, impartial and transparent conduct of employees and ensures the credibility and professionalism of the CHMI.

1.3. The Code applies to all CHMI employees.

2. CORE VALUES AND PRINCIPLES

2.1. **Utility:** we measure and process information that we transform into knowledge that serves the needs of society and individual users in an accessible and usable form.

2.2. **Trustworthiness:** We place emphasis on the quality and objectivity of our data, products and services.

2.3. **Initiative and flexibility:** we are constantly improving, inventing new solutions and adapting to changing conditions and user needs.

2.4. **Learning:** today's mistakes are a source of learning and the basis of tomorrow's abilities and skills.

2.5. **Cooperation:** the result of the team's work is better than the sum of the results of the same number of non-cooperating individuals. By combining the knowledge and skills of different people, we create products and services with higher added value.

2.6. **Accountability to the public:** we strive for maximum benefit to society by providing comprehensive, objective and understandable information and services. We strive to contribute to environmental protection and public safety.

2.7. **Professionalism and expertise:** we perform our duties with the highest level of expertise and precision. We are constantly improving our skills to provide quality and reliable services.

2.8. **Conflict of interest:** we avoid situations that could give rise to a conflict of interest. We always act in accordance with the values of the CHMI, which are defined by our strategy.

2.9. **Political impartiality:** we remain politically impartial and independent to ensure the objectivity of the information and services provided.

2.10. **Incumbency:** we reject any form of corruption, bribery or impermissible advantage, both within and outside the scope of our work activities.

2.11. **Data protection and privacy:** we responsibly handle the information and confidential data we obtain in the course of our work.

2.12. **Transparent communication:** we communicate clearly, comprehensibly and openly.

3. FINAL PROVISIONS

3.1. This Code of Ethics shall enter into force on the 15th day from the date of its validity.

3.2. Any changes or additions to the Code are approved by the meeting of the CHMI management.



Na Šabatce 2050/17, 143 06 Prague 412-Komořany, tel.: 244 03 1111, www.chmi.cz