

ETHICAL CODE OF EMPLOYEES OF THE CZECH STATISTICAL OFFICE

Pursuant to the Section 11 in connection with the Section 77(1)(s) of the Act No 234/2014 Sb¹, on the Civil Service, as subsequently amended (hereinafter only referred to as the "Civil Service Act"), and the Article 9(2)(e) of the Rules of organisation of the Czech Statistical Office (hereinafter only referred to as the "CZSO"), I issue the following ethics rules binding for employees of the CZSO.

This Ethical code implements Articles 1, 2, and 11 of the Regulation (EC) No 223/2009 of 11 March 2009 on European statistics², as amended, and Section 5 of the Act No 89/1995 Sb, on the State Statistical Service, as subsequently amended.

ARTICLE 1

PURPOSE AND SUBJECT OF THE ETHICAL CODE

- (1) The main purpose of this Ethical code of employees of the CZSO (hereinafter only referred to as the "Ethical code") is to consistently maintain impartiality, professionalism, adequacy, helpfulness, and economy in activities of the CZSO and to strengthen public confidence in the CZSO and public administration.
- (2) In order to fulfil the purpose referred to in the paragraph 1, this Ethical code sets out a set of general rules and standards to guide CZSO's employees in the performance of all their job or service duties.

ARTICLE 2

DEFINITION OF TERMS

For the purposes of this Ethical code:

- a) a **manager** refers to a senior civil servant within the meaning of the Civil Service Act and a manager pursuant to the Act No 262/2006 Sb, the Labour Code, as subsequently amended,
- b) an **employee** refers to any civil servant in a service relationship under the Civil Service Act and any employee in an employment relationship under the Act No 262/2006 Sb, the Labour Code, as subsequently amended.

ARTICLE 3

DESIRED BEHAVIOUR

- (1) An employee shall at all times in the performance of his/her work or civil service (hereinafter only referred to as "service") ensure that he/she acts honestly, fairly, responsibly, and reliably.
- (2) In the performance of the State Statistical Service, an employee shall also ensure at all times that the principles of professional independence, impartiality, and high quality are observed in accordance with the [European Statistics Code of Practice](#).

ARTICLE 4

PUBLIC INTEREST

- (1) An employee shall conscientiously protect the public interest in the performance of his/her work or service.
- (2) An employee shall prevent situations in which his/her personal interest might conflict with the public interest.

¹ Translator's note: Sb stands for the Collection of Laws of the Czech Republic.

² Regulation (EC) No 223/2009 of the European Parliament and of the Council of 11 March 2009 on European statistics and repealing Regulation (EC, Euratom) No 1101/2008 of the European Parliament and of the Council on the transmission of data subject to statistical confidentiality to the Statistical Office of the European Communities, Council Regulation (EC) No 322/97 on Community Statistics, and Council Decision 89/382/EEC, Euratom establishing a Committee on the Statistical Programmes of the European Communities

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ARTICLE 5

IMPARTIALITY

- (1) An employee acts in the performance of his/her work or service without being influenced by positive or negative relationships to particular persons or groups of persons.
- (2) An employee shall act in the performance of his/her work or service without being influenced by the will and interests of a political party or a political movement.
- (3) An employee does not request or accept any benefits in connection with the performance of his/her work or service for himself/herself or another person.
- (4) An employee shall treat others in comparable situations equally in the performance of his/her work or service.
- (5) An employee acts without prejudice in the performance of his/her work or service.

ARTICLE 6

PROFESSIONALISM

An employee shall mind his expertise and exercise it effectively in the performance of his/her work or service. An employee shall respect the expertise and experience of others in the performance of his/her work or service.

ARTICLE 7

ADEQUACY

In the performance of his/her work or service, an employee shall act adequately to the circumstances of a given situation.

ARTICLE 8

HELPFULNESS

- (1) An employee shall act helpfully, discreetly, considerately, and with an effort to understand others in the performance of his/her work or service.
- (2) An employee refrains from anything that unjustifiably interferes with good interpersonal relations in the performance of his/her work or service.
- (3) In the performance of his/her work or service, an employee shall strive to develop mutuality, cohesion, and cooperation between employees at the CZSO and other authorities.

ARTICLE 9

ECONOMY

An employee shall manage and use the resources entrusted to him/her in connection with the performance of his/her work or service economically, efficiently, and solely for the purpose for which they were entrusted to him.

ARTICLE 10

ROLE OF MANAGERS

A manager leads other employees to observe ethical rules in the performance of their work or service and leads by example.

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ARTICLE 11

REPORTING (NOTIFICATION) OF BREACHES OF THE ETHICAL CODE

- (1) Reporting (notification) of breaches of the Ethical code is governed by this Article, unless otherwise³ provided for in a specific legal regulation or in an internal regulation of the Czech Statistical Office.
- (2) If an employee becomes aware of behaviour of another employee that he/she considers unethical, i.e. contrary to the Articles 3 to 10 of this internal regulation, he/she shall notify the immediate superior manager of the employee who is supposed to have committed the unethical behaviour. In case it is inappropriate to report such behaviour to the immediate superior manager of the employee, the reporting may be addressed to the superior of the immediate superior manager of the employee or to the President of the CZSO.
- (3) The report (notification) referred to in paragraph 1 shall not penalise or otherwise disadvantage the employee.
- (4) In the report (notification), the notifier (whistleblower) shall provide the most precise and comprehensive information possible regarding the alleged breach of rules and standards set out in this internal regulation, including the date, place, description of the behaviour (conduct), names of persons involved (if known), and potential supporting evidence.
- (5) The report (notification) may also be made anonymously by the employee, namely by electronic means, from an anonymous email address to the following e-mail address: predseda@csu.gov.cz. The report (notification) thus made will be forwarded to the President of the CZSO, who will determine the procedure to be followed.
- (6) The relevant manager is obliged to check the report (notification). As part of the investigation, he/she may request further information from both the notifier (whistleblower) and the persons concerned and gather further relevant evidence.
- (7) If the investigation proves a breach of the Ethical code, the relevant manager will, depending on the seriousness of the breach, take appropriate measures in accordance with the Civil Service Act⁴, the Act No 262/2006 Sb, the Labour Code, as subsequently amended⁵, the Act No 89/1995 Sb, on the State Statistical Service, as subsequently amended⁶, and other legal, internal, and service regulations of the CZSO.

ARTICLE 12

FINAL PROVISIONS

- (1) The following annexes are an integral part of this Ethical code:
Annex 1 Matrix of activities and roles [non-public] and
Annex 2 [European Statistics Code of Practice](#)
- (2) This Ethical code repeals the Ethical Code of Employees of the Czech Statistical Office of 18 April 2017. This version 2 repeals version 1 of the Ethical Code of Employees of the Czech Statistical Office, Ref. No. CSU-002985/2024, of 12 April 2024.
- (3) A draft of this Ethical code was sent to the Office Committee of the Trade Unions of the Czech Statistical Office on 12 March 2024. A draft version 2 of this Ethical code was sent to the Office Committee of the Trade Unions of the Czech Statistical Office on 18 June 2025.
- (4) This Ethical code is also a service regulation within the meaning of the Section 11 of the Civil Service Act.
- (5) This Ethical code shall enter into force and effect on the date of its promulgation. Version 2 of this Ethical code shall enter into force on the date of its promulgation and come into effect on 15 August 2025.

Prague, 14 August 2025

³ In particular, if the conduct has characteristics of unlawful conduct within the meaning of the Act No 171/2023 Sb, on the protection of whistleblowers, as subsequently amended, a procedure laid down in a directive (in-house regulation) governing the operation of the internal notification system under the Act on the protection of whistleblowers at the Czech Statistical Office is followed.

⁴ for example, Section 60, 72(1)(b) to (d), Sections 88 and 89

⁵ for example, Section 52(g), Section 55(1)(b)

⁶ for example, Section 25