

Code of Ethics and Business Conduct

Issue II, Kamienna Góra, 1. December 2017

Introduction:

This policy will be applied to the company Świat Lnu Sp. z o.o.
in Kamienna Góra.

The company Świat Lnu Sp. z o. o. develops its activities in an attempt to balance economy, ethics and compliance with the letter of law.

This Code of Ethics is a presentation of values and principles which the Company considers to be particularly valuable. In pursuing our mission, we intend to use the following values:

Respect: means giving the right to experience yourself and others by recognizing and respecting human dignity.

Teamwork: that is, the ability to act together in the workplace to achieve common goals, to execute and solve emerging problems.

Professionalism: consisting in making full use of existing knowledge and expertise, available technologies and know-how.

The Code should contribute to the awareness and social sensitivity of all Company employees as well as our business partners. The unambiguous provisions of the document developed are intended to make it easier for all of us to make decisions in difficult, conflict or unusual situations.

If we ask ourselves – What does it mean to "do the right thing"? or if we suspect that someone is acting against the Code, we have the right and duty to **SPEAK ABOUT IT OPENLY** . We fight against a stance that says: "it is eyesight that can be dangerous, and blindness is safety." We want to create an atmosphere in which we can speak openly, signal problems and ask for help in solving them.

Chairman of the Management Board
of Świat Lnu Sp. z o. o.

Marcin Kubica

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I. GENERAL RULES

1. Responsibility

The Company Świat Lnu Sp. z o.o. and its employees accept responsibility and commitment to comply with applicable laws, regulations and ethical standards.

The Company's priority is to conduct business in a responsible, transparent and trustworthy manner. The Code of Ethics and Business Conduct, hereinafter also referred to as the Code of Ethics, reflects the fundamental ethical and legal standards that we guide in all aspects of our business. It is a good practice for all employees of the Company to conduct their relations with the managers, customers, partners, suppliers and the local community.

2. Guidance on the conduct

This Code of Ethics applies to all employees, associates, officers, members of the Company's Management Board (hereinafter jointly referred to as Employees). What is more, we want to work with business partners who share our values and commitment to ethics and compliance. We encourage our contractors, suppliers and others to act in a manner consistent with our Code of Ethics.

The responsibility of each Employee shall mean:

- ✓ Compliance and acting in accordance with the applicable law;
- ✓ Knowing and understanding the principles of the Code of Ethics, as well as the procedures related to one's job;
- ✓ Participation in training on the requirements of the Code of Ethics;
- ✓ Conduct in a safe, ethical and consistent manner with the Company's policies;
- ✓ Reporting irregularities and possible infringements of the law and the requirements of the Code of Ethics;
- ✓ Cooperation in investigations or audits conducted by authorized representatives of the Company.

Management and the Board of the Company are also obliged to develop and promote a culture of ethics by:

- ✓ Creating a friendly and responsible working environment;
- ✓ Combating all forms of discrimination and exclusion;
- ✓ Encouraging employees and co-employees to report concerns and violations;
- ✓ Providing adequate protection for employees in cases of irregularities;
- ✓ Ability to listen to and respond to problems;
- ✓ Support the understanding and implementation of the Code of Ethics.

International import and export

The company complies with the current legal provisions in force in international exports and imports. The Company employees who are involved in international exports and imports are required to know these laws.

If an Employee has concerns about ethical behavior in everyday situations, the answers to the following questions can help you make the right decision:

Is the situation or behavior in question in accordance with the Company's laws and regulations?
Does it comply with the values contained in the Code of Ethics and your own values?
Does it violate the Code of Conduct?
Can it have a negative impact on you or a good name for the Company?
Can it expose the Company, customers, suppliers to risk?
Is there an alternative way to proceed?
What would the your Superior or other Employees think of such behavior?

3. Our values

In pursuing our mission, we intend to use the following values:

Respect: we recognize and respect human dignity toward ourselves and third parties.

Teamwork: that is, the ability to act together in the workplace to achieve common goals, to execute and solve emerging problems.

Professionalism: we make full use of our knowledge and expertise, available technologies and know-how, working in a specific way, we aim to become a professional in our field and to become an industry leader.

Compliance with laws and policies: we comply with laws and comply with our internal policies and procedures that set high ethical standards.

II. LABOR STANDARDS

We are committed to working standards and mutual relations, which are the key responsibility of both the Company and its Employees. Our aim is to provide a friendly, non-discriminatory working environment, unequal treatment, intimidation and persecution. We believe that every person has the right to work in conditions free of persecution of all kinds. As a company and as an Employee, we respect the privacy of our Employees to protect all personal information. In terms of health and safety, our goal is to eliminate workplace accidents and not take action that can harm other people.

1. Human rights and labor standards

We respect human rights and apply best practice of employment:

- ✓ We only employ those employees who are legally authorized to work;
- ✓ We commit ourselves to maintaining a friendly working atmosphere in the Company, in particular through the affirming of teamwork, accountability and respect for diversity;
- ✓ We conduct business activities in compliance with the fundamental human rights enshrined in the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations, as well as national laws and regulations;
- ✓ We provide our support for the protection of human rights and avoid participating in business ventures that violate these rights;
- ✓ We ensure equal access to work irrespective of gender, sexual orientation, religious religion, social origin or race;
- ✓ We provide fair and timely remuneration for the work performed, allowing for the satisfaction of oneself and their relatives with the living conditions corresponding to human dignity;
- ✓ We provide working conditions in accordance with the health and safety requirements of the workplace;
- ✓ We provide a level playing field for all career paths based on seniority criteria and skills and experience;
- ✓ We create opportunities to deepen our knowledge, acquire new skills and develop personality.
- ✓ We provide the opportunity to express our own thoughts and opinions;
- ✓ We guarantee the freedom to join trade unions;
- ✓ We ensure the right to rest.

We respect international norms and standards:

- ✘ **We do not** use slave, forced or imposed labor;
- ✘ **We do not** retain passports or work permits under the employment condition;
- ✘ **We do not** participate in the trade and exploitation of people;
- ✘ **We do not** import products which in any way relate to slavery or human trafficking;
- ✘ **We do not** employ children or minors below the age of employment.

If you find that a child tries to work, we will take action in accordance with the following guidelines:

- ✔ We verify the age of the Employees taking into account any form of employment as set out in the Staff Regulations;
- ✔ We have a dialog with the child, and if necessary we notify the relevant institutions able to help the child in his/her difficult situation;
- ✔ We collect information about the probable violation of the standards that we run as the Company;
- ✔ We write down a material certificate - we document it;
- ✔ We determine corrective and preventive action taking into account the best interests of the child;
- ✔ We control the supply chain by ensuring that all standards derived from the Code of Ethics and Business Conduct are applied.

If an Employee is in doubt:

In the sphere of Polish labor law, any person under the age of 16 is considered a child.

2. The principles of non-discrimination, equality and diversity

We recognize the equality of each Employee and act in the only right way toward all entities that are part of the Company, respecting the principles of non-discrimination, equality and diversity:

- ✔ We behave honestly in accordance with the Company's principles and values;
- ✔ We respect the principle of equal opportunities policy, which aims to effectively eliminate all forms and forms of discrimination in the workplace, including aspects such as racial, religious, sexual, national, ethnic or gender diversity, disability, health, marital status;
- ✔ We have established uniform processes of recruitment, employment, promotion, participation in training, punishment or dismissal of Employees according to clearly defined criteria related to work and qualifications which apply to all Employees;
- ✔ In our daily relationships we show mutual respect.

3. Harassment and bullying

We respect the principles of preventing harassment and bullying:

- ✓ We treat each person with respect and avoid situations that may be considered inappropriate;
- ✓ We strongly express our reservations about the person committing the improper conduct.

We are categorically opposed to practices which allow any form of psychological or physical violence, in particular:

- ✗ **We do not** make any comments regarding the work y shouting or threats;
- ✗ **We do not** tolerate verbal, non-verbal or physical behavior by anyone related to our business that is intended or may be perceived as humiliating, intimidating, harmful or hostile;
- ✗ **We do not** tolerate any form of psychological harassment (mobbing) or physical harassment, including conduct that violates personal dignity through intrusive and persistent peeving or harassment, or persistent criticism, bedevilment or intimidation;
- ✗ **We do not** criticize the work being carried out without a substantial reason for and do not discreet another person because of the quality of the work he/she is doing;
- ✗ **We do not** ignore an Employee by skipping them, for example, when distributing tasks;
- ✗ **We do not** ridicule, undermine the competences, do not make public the details of the Employee's private life;
- ✗ **We do not** isolate Employees mentally or physically from the rest of the team (e.g. through unjustified change of job position).
- ✗ **We do not** overload the Employee with responsibilities compared to those in similar positions;
- ✗ **We are not** forced to work during the disease under the threat of dismissal;
- ✗ **We do not** practice unannounced coercion for hours of additional work;
- ✗ **We do not** accept offensive taunts, gossiping, name-calling, deliberate restriction of access to important information;
- ✗ **We do not** spread information that undermines someone's reputation;
- ✗ **We do not** allow another person whose purpose is to violate dignity to be physically or mentally harassing or humiliating or vilifying the worker.

4. Privacy and confidentiality of data

For the sake of comfort and safety, we respect the privacy and privacy policy of our Employees and associates:

- ✓ We protect and treat all personal information as confidential;
- ✓ We collect and store only the data that is necessary to conduct our business;
- ✓ We do not share the data with unauthorized persons;
- ✓ Every Employee has the right to know what personal information we collect and store, and to access their personal files at any time.

5. Safety and health

We are committed to making our efforts accountable, so we are continually striving to improve the safety and improvement of our existing management systems:

- ✓ We report any dangerous situation, defects or malfunctioning devices that could contribute to dangerous accidents.
- ✓ We stop working if you find an emergency and inform your supervisors immediately;
- ✓ We do not undertake tasks without the appropriate competencies or powers;
- ✓ We take part in safety training at your workplace;
- ✓ We know the emergency and crisis management procedures in place;
- ✓ We encourage Employees, contractors, and suppliers to comply with health and safety rules and procedures;
- ✓ We immediately report any accident, injury or illness;
- ✓ We take responsibility for our own health and physical well-being in the workplace (for example, when we work under the influence of medicines or measures that can distort concentration and limit productivity);
- ✓ We take on the responsibility to ensure safe working conditions;
- ✓ We implement management systems to support the creation of a safe workplace;
- ✓ We train ourselves and expect from one another to be familiar with health and safety rules in the workplace.

DETAILED INFORMATION

- ☑ Human Rights Policy
- ☑ Health and Safety Policy
- ☑ Anti-Discrimination and Anti-Mobbing Procedure
- ☑ Recruitment Procedure
- ☑ Procedure for Reporting and Handling irregularities

III. ZERO TOLERANCE FOR CORRUPTION

We do not accept any form of spreading corruption. We build a strong market position of the Company thanks to a fair and solid approach to customers.

1. Anti-corruption rules and guidelines

We apply and respect anti-corruption principles:

- ✓ If we know that there are any issues or violations related to alleged bribery, corruption, extortion or misappropriation, or we have any suspicion in this respect, we inform your immediate supervisors;
- ✓ We conduct our business in accordance with all applicable laws;
- ✓ We do not take any action that may be considered corrupt behavior, that is, we do not accept or provide tangible or intangible benefits;
- ✓ When an attempt is made to accept corrupt activity or suspicion of such conduct, inform supervisors immediately in order to verify it and take appropriate remedial action;
- ✓ We promote ethics and integrity in our business relationships.

We do not accept corrupt behavior:

- ✗ **We do not** allow anything of value to be passed on to government officials, state-owned entities, political parties, members of political parties or candidates for state office, business partners in order to obtain or maintain business relationships;
- ✗ **We do not** accept gifts or entertainment in exchange for establishing any business relationship, providing services or providing confidential information, or if the intention of the giver is to obtain a biased decision;
- ✗ **We do not** offer or accept inappropriate gifts or other financial benefits, and we avoid any actual or potential conflicts of interest;
- ✗ **We do not** accept any corrupt activity that could contribute to the Company's reputation, financial losses and loss of its profitability.

We prohibit all forms of corruption, including:

- ✗ Bribery - an activity that involves accepting, giving or requesting anything of value for property or personal purposes in order to achieve a specific own purpose without standard procedures.
- ✗ Paid protection – that is acting as a broker in dealing with various kinds of cases in exchange for a financial advantage or a promise to receive it, while calling on the proceeds held.

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- ✘ Accepting anything of value including money, favors, gifts, entertainment, air ticket and hotel accommodation costs, whether to perform the service free of charge or at a non-market price, and other items or services.
- ✘ Transactions using publicly unavailable information.
- ✘ Fraud, extortion, misappropriation.
- ✘ Money laundering.
- ✘ The adoption of fees and facilitation payments for speeding up the processing of cases.

DETAILED INFORMATION

- Anti-Discrimination and Anti-Mobbing Procedure
- Procedure for Reporting and Handling Irregularities

IV. Fair business practices

Our goal is to create partnerships with customers based on respect for rights, responsibility and trust. In our dealings with a government client, we comply with laws that govern the conduct of certain activities. We comply with applicable laws, so we do not allow actions in our company as acts of unfair competition. We require our subcontractors and suppliers to confirm their commitment to socially responsible business activities and to comply with the principles and values set out in the Code of Ethics and Business Conduct and the Supplier Code of Ethics. We respect and follow the rules of personal data protection of our Employees.

1. Customer relationships

We build the Company based on our most important values, including respect, professionalism and teamwork:

- ✓ We are guided by the principle of customer's good;
- ✓ We provide professional, competent and friendly service;
- ✓ We are open to customer expectations and suggestions;
- ✓ We provide complete and accurate information about the products and services offered;
- ✓ We are fairly informed about the progress of handling complaints or complaints;
- ✓ We protect information and personal data;
- ✓ We provide customers with the highest quality products and services.
- ✓ Our goal is to create partnerships with customers based on respect for rights, responsibility and;
- ✓ As the Company, we assume full responsibility for the products and services offered, declare that we meet all obligations and deadlines agreed with the customer, remove defective goods and eliminate non-professional activities;
- ✓ We avoid unequal treatment of customers and discriminatory behavior.

2. Contact with a government customer

The company Świat Lnu Sp. Z o.o. in its contact with the client of the public sector applies the provisions of the Law of 29 January 2004 on Public Procurement (OJ 2007, No 223, item 1655, as amended by other national specific regulations), on the other hand, in a transnational perspective, the Treaty on the functioning of the European Union, together with the group of so-called "procurement directives".

3. Fair competition and antitrust rules

Fair competition and antitrust rules:

- ✓ We practice ethical conduct in our dealings with our competitors;
- ✓ We respect the good name of competitors and establish fair competition rules;
- ✓ We believe that by competing only with the brand, the quality of the services and products offered and the commercial conditions, we contribute to a strong free market economy.

In relations with competitors:

- ✓ We respect the principles of fair competition and a professional attitude geared to constructive dialog and cooperation;
- ✓ We avoid conflicts of interest;
- ✓ We respect our competitors.

We do not consent to actions understood as acts of unfair competition:

- ✗ **We do not** conclude restrictive agreements the object or effect of which is to eliminate, restrict or otherwise distort competition in the relevant market;
- ✗ **We do not** abuse our dominant position against weaker competitors, which may consist in, for example, direct or indirect imposition of unfair prices, e.g. too high or grossly low prices;
- ✗ **We do not** violate the confidentiality of the business;
- ✗ **We do not** imitate products;
- ✗ **We do not** encourage termination or non-fulfillment of the contract;
- ✗ **We do not** use libel or dishonest behavior;
- ✗ **We do not** bribe people holding a public office;
- ✗ **We do not** hinder access to the market;
- ✗ **We do not** use unfair or prohibited advertising.

4. Settlements with counterparties

The company applies the principle of timely settlement of all obligations with service providers and suppliers. All payments between the company and the counterparties are regulated as previously agreed. The financial books reflect the transactions carried out and comply with the accounting rules and applicable law. We oppose the falsification of documents and the uneconomic way of presenting the transactions conducted.

5. Supplier relationships

Seeking to build lasting and transparent relationships with our contractors and subcontractors:

- ✓ We conduct the selection procedure fairly in accordance with internal procedures;
- ✓ We use criteria such as quality, experience, scope, price and timeliness to select subcontractors and suppliers. It is also important for us to meet social, environmental and business ethics standards;
- ✓ We provide information on the contractor selection process and procedures;
- ✓ We avoid situations that may lead to irregularities (e.g. conflicts of interest, acceptance of assets) both at the selection stage and in cooperation with the subcontractor/supplier;
- ✓ We exercise due diligence when concluding and implementing contracts;
- ✓ We build mutual relationships based on professionalism and trust;
- ✓ We resolve doubts and disputes through constructive dialog.

6. Other business partners

Our trade agents and advisors:

- ✓ We define our rules and requirements in commercial transactions with particular regard to ethical standards, fair conduct and applicable laws;
- ✓ We announce our expectations to promote the principles contained in our current: The Company's Code of Ethics and Business Conduct and the Supplier Code of Ethics, and our expectation of complying with them.

7. Protection of information and personal data

We take due care to receive, collect and process information about our business partners and their activities, customers, suppliers, Employees of the Company and those seeking to work there:

- ✓ We commit ourselves to taking full care in collecting, managing and keeping personal data;
- ✓ We protect the Company's information and property in accordance with applicable laws;
- ✓ We are committed to protecting the data and information we deal with in the course of our duties. Information or intangible assets, protected by law, Company internal organizational acts and contract clauses with business partners, are of particular concern;

And:

- ✘ **We do not** maintain or collect unjustified professional personal data;
- ✘ **We do not** share any information concerning personal data with third parties, except where required by law authorities;
- ✘ **We do not** issue instructions to Employees that could result in a violation of the information security of companies, their Employees or companies and their associates.

DETAILED INFORMATION

- ☑ Supplier Code of Ethics
- ☑ Anti-Discrimination and Anti-Mobbing Procedure
- ☑ Security and Data Protection Policy
- ☑ Instructions on the Personal Data Protection System Management

V. COMMITMENTS TO THE ENVIRONMENT

Our relations with the outside environment are shaped by reference to our professionalism, transparency and openness, also bearing in mind the rights and interests of others. Our goal is to build long-term and mutual social relationships based on trust and respect. We provide our stakeholders and other third parties with information about our values and ethical principles contained in the Code of Ethics. At the same time, we respect the values and ethical principles of our partners.

1. Local Community

In a sense of social responsibility, we take on commitments that support local communities. We are aware of the impact we have on the local community in the areas where we conduct business:

- ✓ We employ local residents;
- ✓ We work with local contractors and suppliers.
- ✓ We analyze the impact of our business on the local environment and initiate actions to support its development;
- ✓ We strive to be a "good neighbor" who knows the expectations and needs of local communities;
- ✓ We are actively involved in the life of the local community and are committed to solving important problems;
- ✓ We are taking action to develop the local Community;
- ✓ Our Employees are encouraged to report ideas about the social actions in which the Company may become involved.

2. Shareholders/Partners

We undertake to use the Company's resources in a prudent and informed manner in order to ensure the best possible profit for our shareholders and to protect the value of their investments.

The commercial activities related to this, which we will carry out, will respect the highest ethical and legal standards.

3. Political activity

We prohibit Employees from using Company property and funds for political purposes without the knowledge and consent of the Company's Management Board. By political support we understand the support of the candidate for local, national and foreign office within the Company's resources, including the payment

of advertising campaign expenses and the secondment of staff to the candidate's political activities during their working hours.

4. Environment

We are aware of the environmental impact of our activities and the need to initiate actions to ensure responsible and sustainable development. In the interests of the environment:

- ✓ We carry out the tasks and responsibilities entrusted to us with a view to protecting the environment;
- ✓ We express our commitments to the environment through the implementation of an integrated approach to environmental management, pollution prevention and appropriate action to support environmental protection both in the framework of the management systems implemented and in the social actions implemented. As part of our continuous improvement of the environmental management process, we engage our resources, including subcontractors and other stakeholders;
- ✓ We minimize the impact on the environment in our daily activities, regardless of the type of work performed.
- ✓ We comply with the Company's internal environmental regulations;
- ✓ We take part in environmental training, including the ISO 14001 environmental management system standards;
- ✓ We include Employees in the activities of companies that are being implemented for environmental protection.

5. Representing the Company externally

By caring for the good name of the Company, we make efforts to make our appearance and behavior appropriate to the function we perform.

In our dealings with third parties, we are committed to conducting an open and active exchange of information. We communicate professionally and avoid misleading the recipient.

The following shall be entitled to contact the media:

- ✓ The President of the Company's Management Board,
- ✓ Other members of the Company's Management Board,
- ✓ Persons authorized by the Company's Management Board.

DETAILED INFORMATION

- Environmental Policy
- Environmental Aspects
- Media Contact Procedure

VI. FUNCTIONING OF THE CODE OF ETHICS AND BUSINESS CONDUCT

1. Understanding and making the Code of Ethics available

- 1.1 The standards and rules set out in the Company Code of Ethics apply to all Employees regardless of their position, seniority, form of contract, working time dimension and responsibilities.
- 1.2 Each Employee is required to comply with the standards and principles set out in the Code of Ethics. Failure to comply with the Code may result in disciplinary action.
- 1.3 Each Employee is required to attend training courses on the Code of Ethics principles and to periodically verify their knowledge.
- 1.4 Before hiring a new Employee, the Company enables the Employee to familiarize him with the content of the Code of Ethics and other documents relating to the area of social responsibility in business.
- 1.5 Each Employee has permanent access to the Code of Ethics via the Internet, and any change in its content is immediately communicated via internal means of communication (e.g. by e-mail) or training provided.
- 1.6 The interpretation, explanation of the doubts, as well as proposing changes to the Code of Ethics is handled by a person or persons designated by the Company's Management Board. Every Employee has the right to receive an explanation of how the rules are interpreted and the concerns related to the Code.
- 1.7 Employees have the right to make comments and propose changes to the principles and provisions of the Code of Ethics.

2. Reporting violations and protection against retaliation

- 2.1 Each Employee has the right and duty to report in good faith a suspicion of an irregularity or violation of the Code of Ethics.
- 2.2 The system for reporting and handling irregularities in respect of compliance with the standards set out in the Code of Ethics is set out in the procedure for reporting and handling irregularities.
- 2.3 We respect the reporting person's right to remain anonymous.
- 2.4 For Employees who report in good faith to their supervisor, any misconduct or practice that is noted, we take action to ensure the anonymity of the reporting person and to process the report in a material and equitable manner. The possibility of dismissal or punishment is excluded for the sole fact that an irregularity is reported in good faith.

- 2.5 We commit suppliers to comply with the provisions of the Supplier Code of Ethics and the Code of Ethics and Business Conduct by providing them with a declaration or commitment to use the GCA Ethics. The content of the declaration and the GCA Ethics are as follows:

Supplier Details:

Company
address:
NIP:
REGON:

In the framework of the cooperation undertaken with Świat Lnu Sp. z o. o. (the Company) I/we declare that I/we have received documents in the form of the Code of Ethics and Business Conduct and the Supplier Code of Ethics that I/we have read and agree to abide by them in cooperation with the Company

In addition, I undertake to submit immediately to the audits of my company conducted by the Company and other organizations acting on behalf of the Company, the purpose of which is to verify the application and compliance of the rules set out in the documents provided."

I/we acknowledge and agree that failure to comply with one or more of the codes may result in the termination of cooperation with the supplier.

Date and signature of the person authorized to act on behalf of the Supplier

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**GENERAL CONDITIONS OF AGREEMENTS
to observe ethical principles in the cooperation undertaken
(Also GCA Ethics).**

1. These provisions apply to a one-time/permanent/periodic cooperation as a service/goods provider to the Company also hereinafter referred to as the Purchaser.
2. Each Party, as part of the performance of the Agreement, represents and assures the other Party that it will comply with the applicable laws on the prohibition of corruption and declares that it has adopted an effective ethical system and program in the organization to prevent violations of the law and the commission of crimes.
3. Without prejudice to the foregoing, each Party undertakes not to offer, pay, give or promise, directly or indirectly, in the performance of the Agreement on its part, acting in its own name or on behalf of a third party, or to propose, offer, pay, give or promise to pay or transmit, directly or indirectly, any payment or benefit in cash or in kind for (i) any public officer to influence or cause such officer to use his or her influence at any public office to change or influence the official decision, to assist a Party in the performance of its obligations under the Agreement or to act for the benefit of either Party; (ii) any political party or candidate for public office for that purpose; or (iii) any person, if either Party knows or has reason to know that such benefit will be offered, promised, paid or transferred, directly or indirectly, to any public official, a political party or candidate for the above-mentioned purpose.
4. Each Party declares that neither it nor any of its owners, members or shareholders, members of the management, members of the management board or employees is a Public Official or an employee of any state or government agency or political party or candidate for any political office at the date of conclusion of the Agreement. Each Party shall promptly notify the other Party in writing of the occurrence of any event which will, or may, result in a derogation from the said declaration.
5. A violation of the law committed by the highest persons in office or in the course of the activities of the offending Party or by its employees, consultants, representatives, agents and/or persons acting, for any reason, in the interest of or for the benefit of the offending Party, constitutes a material breach of the Agreement. Therefore, the non-infringing party shall have the right to terminate the Agreement with immediate effect by simply notifying the offending party in writing and notwithstanding any other claims or rights of the non-infringing party under the Agreement.

6. The Purchaser expects the Suppliers with whom he/she works to apply the law and observe the principles of ethical conduct. The Purchaser promotes social and environmental values among its Suppliers and tries to influence their acceptance wherever possible.
7. The Supplier shall comply with the provisions applicable to the implementation of the Agreement, in particular when performing the services and supplying the services or products covered by the Agreement. In particular, but not exclusively, the Supplier shall not be actively or passively, directly or indirectly, involved in any form, bribery, corruption, violation of the fundamental rights of his employees or the employment of children. In addition, the Supplier is responsible for the health and safety of his employees and will act in accordance with applicable occupational safety and environmental regulations. The supplier declares that all information provided by him in the **Questionnaire for External Partners** completed prior to the conclusion of this Agreement is true, accurate and complete. The supplier undertakes to inform the Purchaser without delay of any changes in the information referred to above.
8. The Supplier undertakes to comply with the requirements of the Supplier Code of Ethics and the Company Code of Ethics and Business Conduct. Both codes are available on the Company website. The Supplier has read them before accepting the GCA Ethics and they are an integral part of the GCA Ethics.
9. In order to enable the Purchaser to confirm that the Supplier has complied with the above principles as well as with the provisions of the GCA Ethics, the Supplier undertakes to provide, at the reasonable request of the Purchaser, relevant information regarding compliance with this clause of the Agreement. In order to ensure that the obligations assumed by the Supplier under this point of the Agreement are fulfilled, the Purchaser is entitled to conduct an audit of the Supplier himself or through his affiliated entities or by another person. The Purchaser shall cause the third party to sign a non-disclosure agreement, the terms of which shall be the same as those contained in this Agreement. The audits referred to above may be carried out on working days during working hours (8:00-16:00) and with the assistance of an authorized Supplier representative, after informing the Supplier thirty (30) days in advance. The costs of such audits shall be borne by the Purchaser.
10. Failure to comply with the above principles, including in the event of incorrect or incomplete information being provided **Questionnaire for External Partners**, will constitute a serious breach of the Agreement which will entitle the Purchaser to terminate the Agreement with immediate effect, provided that,

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despite the request, if the breach can be remedied, it is not remedied, within a time limit set by the Parties.

11. Upon the engagement of the Supplier, for the duration of the Agreement, this GCA Ethics becomes an integral part of the legal framework of the cooperation undertaken, which the Supplier accepts knowingly and unconditionally.

Suppliers

NIP:

Date

I/we hereby agree to the above-mentioned GCA Ethics and its legal significance:

Signature of authorized representative of the Supplier: