

ANTI-CORRUPTION AND BRIBERY POLICY

The Patelec company declares to make every effort to prevent manifestations and attempts of corruption and bribery.

Patelec applies the principles of honesty and reliability in all its activities. The company conducts its business with respect for the highest ethical standards, in a transparent and responsible manner.

The company operates in accordance with the provisions of law in a given country and comply with the provision in this respect in the countries in which it operates.

The company's anti-corruption policy applies to all its employees and persons acting on its behalf, regardless of their place of work and duties.

Corruption and bribery are understood as such activities during which one of the parties offers the other material, material or other benefits in order to achieve the intended effect, e.g. award of a contract, positive consideration of applications, acceleration of the case or settlement of a dispute in its favour.

Patelec's anti-corruption policy obliges employees to comply with the following principles:

- it is forbidden to offer or give any financial or material benefits to contractors, clients, officials and other persons involved in the company's operations,
- must not accept any benefits, valuable gifts, offers and other forms of bribes,
- it is forbidden to solicit any form of bribe for one's own benefit while acting on behalf of the company,
- denied any form of bribe and report the receipt of such an offer immediate to supervisor,
- you can receive and offer small gifts and company gadgets up to €100, if there is no suspicion that such a gift is a form of exerting pressure to make a business decision,
- taking guests and promotional expenses are reasonable if they are proportionate to the circumstances and are an essential part of running the business and have been agreed in advance with the supervisor.

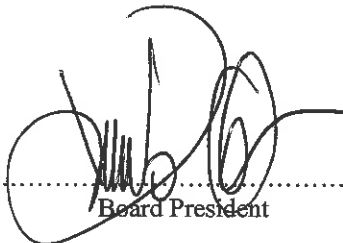
The Board Members of the Company and the Management are committed to implementation and enforcement effective procedures to prevent the above practices in the areas of:

- the process of purchasing products and services,
- selection of suppliers and subcontractors,
- rules for renting facilities or equipment,
- the process of employing employees and determining their adequate remuneration,
- keeping financial books and records.

Violations of this policy will result in disciplinary action against the employee and may be grounds for dismissal from the company.

Activities that are contrary to the anti-corruption policy should be reported to the immediate supervisor or a higher-level supervisor.

Legnica, 20.04.2023


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Board President