

- **CORPORATE SOCIAL RESPONSIBILITY**

Our goal is continuous development. We work to provide our partners with the best, comprehensive solutions, fully adapted to their needs.

Our actions are guided by values such as honesty, integrity and trust.

We act responsibly towards customers, society and our employees. We appreciate the benefits of work done in a good atmosphere. We take care to maintain a work-life balance. To this end, we enable remote working.

- **CODE OF ETHICS**

We have developed and implemented a Code of Ethics, which is a set of values and goals that guide our business and to which we are faithful in our daily work for our customers both as an organization and each of us individually as a group of social individuals. Each company that is part of Group One abides by the principles contained in the Code of Ethics.

We comply with all standards of national and international law that apply to us (including applicable legal standards established within the framework of United Nations and European Union activities). We respect sanctions imposed by authorized international organizations. We cooperate with relevant public authorities.

We care about the transparency of our activities. We do not engage in corrupt activities and do not derive economic or personal benefits from such activities. We do not accept or offer our partners' representatives benefits beyond socially and economically acceptable norms and standards.

We do not participate in activities that restrict competition. We do not tolerate the conclusion of formal or informal agreements bearing the hallmarks of acts of unfair competition, including those of a collusive pricing nature, or any other behavior contrary to the law.

We care about the transparency of our finances. We diligently fulfill all legal obligations incumbent upon us, including that all group companies are required to file open financial statements and reports on their activities, audited by the relevant authorities.

We do not take part in activities that may in any way thwart or significantly hinder the determination of the criminal origin of funds ("money laundering").

We oppose all forms of discrimination, intolerance and other behavior contrary to our values. We counteract adverse phenomena in labor relations.

- **A NTI-CORRUPTION POLICY**

We have developed and implemented an Anti-Corruption Policy, which is a set of principles and standards of conduct that we follow in order to prevent and respond appropriately to situations that may bear the hallmarks of, or raise suspicions of, corrupt activities or other wrongdoing.

We consider unacceptable:

- a. offering and accepting any benefit or the promise thereof, including in the form of gifts, if the fact or circumstances of their provision indicate that they are or may be used to influence an expected commercial decision,

- b. accepting or offering money as a personal benefit to oneself or another person in order to influence an expected commercial decision,
- c. accepting or offering items or other benefits in excess of the rules of social intercourse and industry standards and rules.

Regardless of the rules adopted, we observe and require compliance with generally applicable laws applicable to the specific situation.

● **SELECTION OF SUPPLIERS**

We have developed and implemented a Supplier Code of Conduct, which is a set of principles that guide us in the selection of suppliers and in the course of subsequent cooperation.

We expect our suppliers to comply with the principles arising from both domestic and international law (including standards and sanctions established by authorized international organizations).

We do not tolerate behavior that is contrary to applicable law or principles of social intercourse, including, in particular, offering, giving, requesting or accepting financial or personal benefits that could be considered contrary to applicable law.

You can read the Supplier Code of Conduct at the link:
https://drive.google.com/file/d/1P1lpA86G0UbIVMLaXvcL8RRc98Dy1kiz/view?usp=drive_link

● **DIVERSITY**

We create an integrated and friendly work environment in which everyone can develop freely. We value individuality, which can express itself in different spheres of an individual's functioning, so we take measures to support it. We make sure that each person has equal opportunities for development and improvement. We actively support the individual needs of members of our community. To this end, we strive to create and follow clear rules that leave no room for intolerance or discrimination. We make sure that our employees and associates are aware of these principles, act ethically, lawfully and free of prejudice.

● **ENVIRONMENTAL PROTECTION**

The environment in which we live is very important to us, so we conduct activities to reduce the negative impact of our activities on the environment. We strive to meet the current climate policy goals set by the European Union and the United Nations. We strictly comply with the provisions of the laws that apply to us, both local and international.

● **PROTECTION OF PERSONAL DATA**

We take care to maintain an appropriate level of confidentiality and security of the personal data we process. We have implemented procedures to ensure the secure processing of personal data, including the prevention and management of security incidents.