

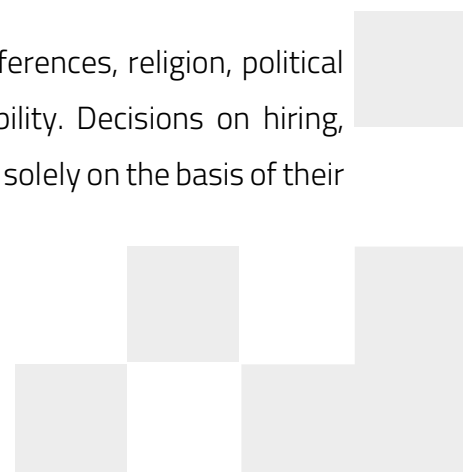
SUPPLIER CODE OF ETHICS OF ETISOFT SP. Z O.O.

Etisoft Sp. z o.o. builds partnership and transparent relations with its contractors on the basis of common values and ethical behaviour. The Etisoft Sp. z o.o. Supplier Code of Ethics presents the attitudes which should be fundamental for fair and balanced cooperation.

The term 'supplier' is understood by Etisoft as its supplier of goods and services, subcontractor, advisors, intermediaries, and agents. It is essential that the principles specified in this Code are communicated and respected throughout the supply chain and under the full responsibility of the supplier.

We assure you that the same values presented below have been written down and are implemented at Etisoft. We expect you:

1. not to employ children under 16 years of age. We accept, in justified cases, the employment of minors between 16 and 18 years of age, but only if they are provided with reasonable working conditions and remuneration consistent with applicable law.
2. to comply with the provision of work hours according to applicable law, and not to tolerate any form of coerced labour or practices such as unlawful deductions from the salary.
3. to provide remuneration for work in the amount specified in the employment agreement, whereby the remuneration, including additional components, must be equal to or exceed the level of the minimum wage specified by the law.
4. to provide healthy and safe working conditions according to applicable laws and regulations, as well as access to information on these standards, adequate training, and protective equipment.
5. not to discriminate against employees on the basis of cultural differences, religion, political opinions, union membership, sexual orientation, gender, or disability. Decisions on hiring, remuneration, promotion, and training of your employees are made solely on the basis of their skills and qualifications.



6. It is of paramount significance for you to ensure due respect for human rights and zero tolerance for harassment, violation of an employee's dignity, humiliation or degradation, including physical, sexual, psychological or verbal elements.
7. to respect your employees' right to freedom of association and collective bargaining in accordance with applicable laws and regulations.
8. to make every effort to protect the natural environment and minimise the impact of your business activity and products; to voluntarily obtain, maintain and comply with all the required permits, licenses, and registrations; to take initiatives to reduce waste and emissions.
9. to comply with the principles of fair competition and conduct legitimate, transparent business.
10. to avoid situations that lead (or may lead) to corrupt activities - you shall not offer or give any gratification to Etisoft employees or their families in financial or any other form.
11. to comply with intellectual property rights, and not to share information relating to projects, contractors, or any other elements of your cooperation with Etisoft Sp. z o.o. with unauthorised persons or entities.

Please keep in mind that the above principles apply to all Etisoft business units and branch offices.