

RULES OF CONDUCT APPLICABLE IN ETISOFT SP. Z O.O.

These rules of conduct are applicable to all organizational units and branch offices of Etisoft Company.

GENERAL REQUIREMENTS

All organizational units of the Company, branch offices, suppliers and their subcontractors are obliged to act according to these rules of conduct. In cases where suppliers use other business entities to deliver products, raw materials, equipment, etc., for Etisoft Sp. z o.o., the supplier is responsible for ensuring compliance of the subcontractor with the requirements specified in these rules of conduct.

SPECIFIC REQUIREMENTS

Employment of children

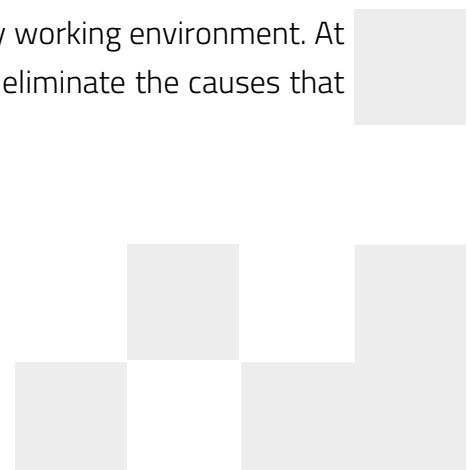
Etisoft Sp. z o.o. does not accept, in any form, the employment of children under the age of 16. In justified cases related to the employment minors, i.e., between 16 and 18 years of age, the employer is obliged to ensure that working conditions, working hours and remuneration adapted to the age of the minors are in line with applicable law.

Forced labour

The Company does not tolerate the use of any form of involuntary labour rendered against the will or conscious choice of the employee.

Health and safety

All employees at the Company must be provided with safe and healthy working environment. At the same time, the employer should undertake all possible actions to eliminate the causes that contribute to negative working conditions.



Discrimination of employees

Etisoft Sp. z o.o. treats all employees equally regardless of their cultural and religious differences, political convictions, union membership, sexual orientation, age, gender, disability. All decisions related to employment, remuneration, promotion, training, etc., are made only on the basis of the employee's skills and professional qualifications.

Harassment and abuse

An Etisoft Sp. z o.o. employee cannot be subjected to discrimination or harassment that would result in the violation of the employee's dignity, humiliation, or indignity. The above-mentioned conduct may include physical, sexual, psychological, or verbal abuse.

Working hours

Etisoft Sp. z o.o. recognises that an employee must not be required to work hours in excess of those specified in the adopted "Terms and Conditions of Work."

Remuneration

An Etisoft's employee is entitled to remuneration for his work in the amount specified in the contract of employment, however, the total remuneration including additional components has to be equal to or to exceed the level of the minimum remuneration specified by law.

Freedom of association and the right to collective bargaining

All employees are entitled to freely form, join, and participate in any organisation that represents their interests as employees. No employee may be intimidated or harassed because of the exercise of the right to freedom of association. The employer has to respect the right of employees to negotiate a collective agreement.

Compliance with the requirements of environmental protection

The rules of conduct of Etisoft Sp. z o.o. within the scope of its impact to natural environment have been specified in the "Policy of the Integrated Management System" in Etisoft Sp. z o.o.

Monitoring and compliance

The obligation to monitor the compliance of the company's operations with the implemented rules of conduct as well as the need to inform employees about actions undertaken and their results rests with the Company's management.