

CORPORATE SOCIAL RESPONSIBILITY POLICY

EVITRON SP. Z O.O.

Dear employees,

The reputation of our company, the trust of our customers, suppliers, employees and society depend largely on the proper behavior of each employee of EVITRON Company. Each of us is obliged to comply with the following principles, rules, values and the resulting responsibilities to maintain a good image of the company. The common attitude of our actions is to preserve the principles of culture, which manifests in showing respect for colleagues and people from outside our organization as well as mutual trust and respect for natural resources.

The principles of proper behavior are presented below to familiarize with them and apply them in everyday work. Every employee of EVITRON Company is responsible for implementing the provisions of this policy. Not following or disregard of the policy will be disciplinary punished. In case of any questions, ambiguities or doubts, every employee may contact their supervisor who deals with all cases of violations of this policy and takes appropriate remedial action in this regard.

1. Commitment

EVITRON undertakes in all its activities to meet social responsibility by complying with law and other regulations in force in the countries in which it operates. Business partners are treated fairly and conditions of contracts are respected.

2. Corruption

During cooperation with business partners (customers and suppliers) and state institutions, the separation of company interests from private interests must be strictly obeyed. Commercial activities and related decisions must be free from outside pressure and personal interests. The applicable anti-corruption law should be observed, including:

- **criminal acts in the form of bribing officials:**

Giving officials personal benefits (cash or gift) by employees of EVITRON in order to obtain any benefits for EVITRON, for themselves or third parties is **strictly prohibited**.

- **accepting material benefits:**

Offering, promising, accepting or giving any material or cash benefits in exchange for favoring / privileges in commercial interests is **strictly prohibited**. For the management and employees of EVITRON it is **forbidden** to offer, promise, demand or give any gifts, financial benefits, invitations or services that may adversely affect commercial relations in business relationships.

3. Competition

EVITRON obey fair competition and related to it law protecting and supporting competition, in particular cartel law and other provisions regulating competition policy.

The above law prohibits actions undertaken to influence on prices, contract conditions and sales areas as well as hindering fair and open competition. This law also prohibits the conclusion of contracts between the customer and the supplier, in which customers are limited in their freedom to autonomously determine their own prices and other sales conditions.

4. Forced labor, child labor

- EVITRON rejects any form of forced labor.
- EVITRON complies with the United Nations provisions on conventions on human rights and children's rights.

5. Principles of social responsibility

- **Human rights**

EVITRON respects and obey internationally recognized Human Rights.

- **Discrimination**

EVITRON undertakes to comply with applicable laws and regulations prohibiting any discrimination. In particular, this applies to discrimination based on sex, race, disability, origin, religion, belief, age or sexual orientation.

- **Healthcare**

EVITRON guarantees work safety and health protection at the workplace.

- **Fair working conditions**

EVITRON respects the right to associate its employees under applicable laws and regulations.

- **Environmental protection**

The company complies with the environmental law protection for present and future generations and supports activities for protection of natural environment by its employees.

- **Business secrets**

EVITRON obliges its employees to respect company secrets. It is forbidden to transfer or disclose confidential information and documents to third parties in any way. The exceptions are authorizations and publicly available information issued for this purpose, as well as all controlling bodies authorized to obtain confidential information.

- **Compliance with above principles**

EVITRON undertakes to familiarize its employees with the content of this policy and its obligations.

Aleksander Gardocki

CEO