

## ANTI-CORRUPTION POLICY

The Management Board of Remontowa Electrical Solutions Sp. z o.o. ("RES") declares that in all undertaken activities it is guided by the principle of honesty and ethical conduct. **We do not accept and strongly oppose corruption and bribery.** Our employees, associates, management and other persons acting on our behalf do not take part in corruption activities.

### ADOPTED RULES

Employees, associates and RES management or other persons acting on behalf of and for RES:

- will not promise, suggest, give, demand, accept directly or indirectly any material, personal or other benefit or promise of such a benefit in exchange for an action or omission in order to obtain the improper advantage, establish or maintain cooperation or obtain more favourable terms;
- will not accept any monetary or non-monetary benefits that would not be legitimate in the course of their normal activities and in an unambiguous manner will refuse to accept the above benefits;
- will promote attitude of non-tolerance to corrupt behaviour.

### COOPERATION WITH THE PUBLIC SECTOR

It is unacceptable to give or offer any benefits to the public sector representatives (including gifts, hospitality and entertainment).

### COOPERATION WITH BUSINESS PARTNERS

Being aware of the risk of entanglement in the corruption scheme, we are particularly cautious entering into economic relations with business partners (including, but not limited to, Clients, agents, co-operators or suppliers). We work with reliable partners, who enjoy good reputation and recognition on the market.

Each time, we formalise our arrangements with partners. We also inform them systematically about the adopted rules in the field of counteracting corruption, while in agreements we introduce provisions on cooperation in accordance with the highest business standards.

We care about the transparency of our relationships with partners. We perform settlements with our partners in a non-cash form (by bank transfer).

### REPORTING OF IRREGULARITIES

In the case of knowledge or suspicion of potential irregularities, this should be reported to the direct superior, the Ethics Officer or through anonymous channels in the form of:

- sending an e-mail message to the e-mail address: [etyka@res.rh.pl](mailto:etyka@res.rh.pl),
- sending a traditional letter to the following address: *Remontowa Electrical Solutions Sp. z o.o. "Etyka", str. Na Ostrowiu 1, 80-958 Gdańsk,*
- inserting a letter to the dedicated mailbox set up within the Company.

We assure you that we will not assert the identity of persons reporting irregularities.

PREZES ZARZĄDU

Marcin Ryngwelski

Gdańsk, 14 sierpnia 2018 r.