

ANTI-CORRUPTION AND CUSTOMER RELATIONS PRINCIPLES

The ALLRAD company recognizes that accepting gifts and other benefits by employees of cooperating companies may create a situation perceived as an attempt to persuade them to offer some benefits in return for the donor.

The following rules should be followed in relations with Clients:

- ✓ do not induce anyone to accept any gift;
- ✓ gifts of money are prohibited;
- ✓ reasonable, small gifts in the form of "give aways" and displays of hospitality may be accepted if they do not oblige the recipient and can be reciprocated to the same extent;
- ✓ you should inform your superiors about any proposal to receive an expensive gift or a favored service related to the client or business partner with whom the cooperation is conducted;
- ✓ all information regarding Clients and Business Partners is confidential and cannot be traded or corrupted.

President of The Board

Bartłomiej Szmagliński