

ETHICAL CONDUCTS CODE FOR ALLRAD SP. Z O.O. COMPANY

This code formalizes the ethical principles of running a business and outlines the rules of behavior of representatives and employees of ALLRAD Sp. z o.o. Company in business relations with Customers, Business Partners and Suppliers, as well as interpersonal relationships within the Company's internal structure.

The presented rules also apply in the process of selecting Partners and Suppliers with an appropriate reputation and commitment to ensuring their high ethical standards and proper business practices.

The Code applies to the company's business activities in Poland, as well as abroad as part of the service activities and contacts with Partners or Suppliers. Taking into account the cultural differences and legal framework, it obliges the representatives and employees of the company to maintain the highest standards in line with the principles set out in the code.

§1

The company's operations comply with applicable law and maintain integrity in business relations

1. Representatives, Employees, Partners and Suppliers of the company are obliged to comply with applicable laws and those adopted by ALLRAD Sp. z o.o. principles and rules of ethical behavior.
2. Building the company's reputation through high competences, knowledge and skills is the only acceptable way to the company's success on the market.
3. Any methods of manipulation, fraud or illegal behavior are not accepted. All actions of the company's representatives and employees should be based on reason, as well as an analysis of facts and circumstances.

§2

Relationships with customers, keeping commitments and promises

1. Conducting business activities within the prescribed ethical principles of the company obliges its representatives to keep their commitments, regardless of whether the applicable law requires it or not.
2. In connection with the above, the company's representatives may only enter into such obligations that they will be able to meet and only those that are consistent with applicable law.
3. In advertising and promotional activities, truthful and complete information should be presented. All information obtained from customers should be kept secret.

§3

Conflict of Interest

1. Representatives and employees of ALLRAD Sp. z o.o. are obliged to take all measures to minimize the risk of a conflict of interest that may cause damage to the image or material of business partners and the company itself.
2. Employees and representatives of ALLRAD Sp. z o.o. may not use the names and trademarks of Business Partners and the company in order to obtain benefits not related to the activities and interests of the represented companies.
3. Any situation that raises doubts as to the possibility of a conflict of interest must be consulted with the management board of ALLRAD Sp. z o.o. and monitored.

§4

ALLRAD Sp. z o.o. and its business Partners intellectual and material property protection

1. Material and intellectual property ALLRAD Sp. z o.o. and its business partners, is subject to permanent protection and may be used by employees and representatives only in connection with the conducted business activity.
2. All information about the intellectual and material property of the company and its business partners should be protected and treated as confidential.

§5

Environmental protection

1. ALLRAD Sp. z o.o. carrying out its activity will be guided by a sense of responsibility for the natural environment. Employees and representatives of the company are obliged to use natural resources in a responsible manner and protect the environment in accordance with applicable law.

2. All new projects by the company will be analyzed in terms of their impact on the environment, and the company's day-to-day operations will be subject to an analysis of ensuring legal and ethical requirements in the field of environmental protection.

§6

Counteracting corruption, fraud and "money laundering"

1. Any form of corruption, embezzlement or "money laundering" is prohibited.
2. All forms of corrupt behavior by employees and company representatives will be subject to disciplinary responsibility and criminal liability.
3. The company's anti-corruption policy is described in an internal document, the content of which was presented to employees and representatives as binding.

§7

Working conditions and human rights

1. ALLRAD Sp. z o.o. will provide working conditions for its employees and representatives in accordance with applicable law regulations.
2. The company undertakes to respect and treat its employees equally, irrespectively of gender, political beliefs, religion, social origin, race, sexual orientation, etc. The same rules apply to mutual relations within the internal community of ALLRAD Sp. z o.o., as well as to the business relations of representatives and employees of the company.
3. ALLRAD Sp. z o.o. will respect and expect that generally accepted human rights will be respected and protected by its employees and representatives, as well as by business partners and customers.

§8

Application of the Code of Ethics

1. This Code, like other company documents, has been made available to employees and representatives and is visible on the website of ALLRAD Sp. z o.o. (www.allrad.pl/en).
2. The content of this document was also passed on to the company's co-operators and customers.
3. Questions and comments Employees and Representatives may have regarding this code should be directed to the below undersigned who is a person responsible for ensuring the compliance of the Trent's activities with the legal requirements and the ethical principles set out in this Code.

President of The Board

Bartłomiej Szmagliński