

Code of Business Conduct and Ethics

Table of contents

- I. Our vision, strategy, purpose
- II. Best service to the customer
- III. Workplace relationships and loyalty
- IV. Manage assets of the company
- V. Commitment
- VI. Avoid conflict of interest
- VII. Sustainable and socially responsible business

I. Our vision, strategy, purpose

The Code of Business Conduct and Ethics is a supplement that goes beyond the applicable labour code, employment conditions and other internal regulations. Nevertheless, it is a complementary element to politics of the quality and strategy of the company. Furthermore, it is consistent with the vision, strategy and purpose of the company.

This Code formulates the basic expectations towards employees, executive cadre, associates, trade partners and the relationship between them.

Team members, at any level, are obligated to obey The Code of Business Conduct and Ethics, regardless of the type of agreement.

This Code is an internal obligation of the company to conduct business fairly and achieve the company's purposes by taking honest commercial activities.

- **VISION**
DELEX - company of the future - flexible, professional and visionary.
- **STRATEGY**
The company's strategy is focused on achieving favourable economic results in commercial relations with customers, while ensuring the highest quality standards of delivered products.
- **PURPOSE**
Our goal - to be among the best.

Detailed purposes are indicated in the document „Integrated Management System Policy of Delex Polska Sp. z o.o.”.

II. Best service to the customer

- Our highest priority is to meet client's expectations.
- Consumer relations are based on trust and partnership.
- Consumer relations are being build as long-term collaborations with mutual respect.
- Protection of customer data and all other aspects indicated as confidential is a key requirement.
- Every customer is treated with the same care, fairness and commercial integrity.

III. Workplace relationships and loyalty

- In any capacity, we remain loyal to the company and to each other.
- We are trying to emphasize the company's success while maintaining discretion about misfortunes.
- All employees may not use or share any confidential information with others outside the company.
- We take responsibility for our decisions.
- Relationships within the company are build on respect for every person and with appreciation for their diligent work.
- We act with solidarity.
- Mutual support, help one another and fellowship among the workers are our company's strengths.

IV. Manage assets of the company

- Always prioritize company's business interests when fulfilling occupational duties.
- Each of the employees is responsible for the provided resources and has an obligation to respect them.
- Each of us is expected to prevent any loss, damage or waste.
- We avoid benefiting from corporate image or assets of the company for personal gain.

V. Commitment

- Perform work comprehensively in areas of competence with reasonable diligence, when it comes to timeliness, quality and technical requirements.
- We strive to meet the highest standards of competence and best applied know-how for every order realization.
- Teamwork and mutual support are the key factors for project's realization.
- Constant improvement of occupational qualifications is one of the management system priorities.

VI. Avoid conflict of interest

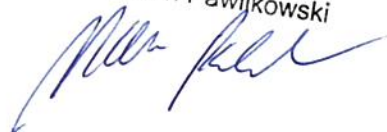
- We never allow our personal benefits to impact the business decisions.
- All team members avoid outside activities that could be considered as a conflict of interest.
- Any forms of gratifications that do not further a legitimate business purpose are prohibited.
- In case of any situation that could be perceived as a violation of our policy, we think of a potential conflict as a team.

VII. Sustainable and socially responsible business

- Sustainability practices constitute the basis for our functioning in the company. We select raw materials taking into consideration the rules of protecting the environment and human rights, including those that prohibit compulsory or child labour.
- Our trade partners (clients and suppliers) are treated equally with dignity and respect for their rights and requirements.
- All the requirements concerned environment protection, chemicals and other bioactive materials are used in compliance with the European Union Directives.
- Our standards ensure safe and sanitary working conditions.
- We comply with the environmental laws and follow all policies and procedures in our place.

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