

Code of conduct and business ethics

Gliwice, May 2022

Since the beginning of Euvic, all our decisions and business activities stand for honesty towards our employees, co-workers and business partners. Euvic Group employees follow the Group's principles of conduct and fulfil their obligations with the highest quality standards and exceptional care for the good name and image of the company and its customers.

The values that we follow in business create our identity, and the rules of our business conduct ensure effective implementation of the Integrator 2.0 strategy in accordance with accepted norms and standards of business ethics.

This makes us a trustworthy and effective partner in business digital transformation and a technological change participant not only in the local market, but also in foreign markets.

Purpose of the document

The Code of Business Conduct and Ethics reflects the shared values that constitute the fundamentals of the conduct of its employees and associates; it helps to understand the essence of proper behavior and conduct in interpersonal and business relations.

The Code defines non-negotiable standards and serves as a benchmark for behavior towards co-workers, superiors and customers, partners and local communities, both in business and nonbusiness relationships.

The document does not cover all situations that may occur in the future. However, it constitutes a reference point for all actions taken.

General principles

- The standards of behavior covered by the Code apply to all employees and associates of Euvic. For the purposes of this document, "employees" shall be understood to include both employees, co-workers, officers and the Board of Directors of Euvic, and its subsidiaries.
- We take care for appropriate distribution of this document and take necessary actions to enable employees and co-workers to comply with the principles it contains.
- We expect our business partners and associates to comply with the principles outlined in this document. This policy is important for us when making decisions about cooperation.

the GoodPe ople

We are committed to principles common to all people involved in company life. We act on them both within the organization and in our relations with clients. It creates our identity, sets standards of behavior and best business practices.



TRUST

We are loyal, fair and honest. We're uncompromising in our ethics. We are honest with ourselves, our colleagues and our clients.



COMMITMENT

We are fully involved in everything we do – both in the life and development of the company and in our clients' projects - regardless of their size and profitability. Success of our clients is our success.



QUALITY

It is visible in everything we do, both at the business and technological level. We do not stand still. We care about the professionalization of all activity areas and the development of competencies to be able to fully meet our customers' expectations.



EFFECTIVENESS

We do what we commit to do – on time and at or above expectations. Our customers and co-workers can always count on us. We ambitiously and consistently strive to achieve every goal.



RESPONSIBILITY AND ENVIRONMENTAL CONSCIOUSNESS

We take responsibility for our work and for the environment we operate in. We care for the environment and shape ecological awareness of our employees. We engage in charitable activities and support the local community.



COLLABORATION

We operate as a team, both within a single project and across the Euvic Group, as #theGoodPeople. We create a community whose collective efforts drive the success of the company and its customers.

Principles of conduct

Equality and respect

- We respect human rights and comply with all applicable laws and regulations.
- We treat all employees and associates with equal rights, regardless of race, gender, nationality, sexual orientation, disability, religion or political beliefs.
- We are fair in our hiring, compensation, development and promotion of our employees and associates.
- We make employment decisions based on a thorough evaluation of candidates' aptitudes, qualifications, performance, skills and/or experience.
- We respect freedom of expression while adhering to accepted norms and principles.
- We oppose negative behaviors that cause discomfort among employees and co-workers.
- We build relationships based on mutual respect and trust.
- We are committed to creating and maintaining a workplace free of discrimination and harassment.

Safety and comfort at work

- We comply with all health and safety regulations and standards
- We take care of our workplace and working environment; we react to any irregularities and potentially dangerous situations
- We provide a friendly work environment that enables effective performance of duties and building of relationships
- We care for the physical and psychological well-being of our employees and co-workers

Relationships and communication

- We respect the dignity and good name of all individuals, we do not accept abusive behavior or behavior that violates any social norms.
- We do not accept any form of mobbing.
- We care for good relations and atmosphere conducive to co-working.
- We promote cooperation, mutual support, dialogue and conflict prevention.
- We care about transparency and quality of communication.
- Our relationships are based on mutual trust and respect for one another, regardless of position/role in the organization.

Image and property protection

- We care about the company's image and assets.
- We work and behave in a manner that does not compromise the reputation of the company, our colleagues or our customers.
- We take care of company assets to achieve our business goals.
- We do not use entrusted assets in a manner that is inconsistent with their intended use and the company's stated policies.
- We protect personal information, copyrights and intellectual property.
- We use another person's or entity's ideas, materials, software and information only when we have the legal rights to do so.
- We use third-party software we are authorized to use.

We believe in the role and importance of free competition

- The Euvic Group is fully prepared to compete effectively in today's business environment.
- Our activities comply with all applicable antitrust laws, both regarding competition and fair trading.
- Our business policies and prices are set independently and will never be formally or informally, directly or indirectly, agreed upon with competitors or other unrelated parties.
- We acquire customers, regions and markets through fair competition.
- We treat customers and suppliers fairly and equally.
- We do not employ our competitors' employees to obtain legally protected information.
- We do not accept the unauthorized transfer or solicitation of information or the dissemination of inaccurate information about our competitors' products or services.
- We inform our suppliers and business partners that we observe principles of ethical business conduct and at the same time we oblige them to observe these principles.

We oppose all forms of bribery and corruption

- We do not accept any form of corruption or corrupt behavior in our business activities or those of our employees and associates.
- We do not offer or accept personal benefits or benefits to third parties to obtain business or in benefits to third parties to obtain business or in exchange for preferential treatment.
- We refrain from any action that might give rise to suspicion of bribery or corruption.

We compete and do business based solely on quality and competence

- Employees should not be influenced in return for favors, nor should they do favors to influence someone.
- Employees may offer or accept only meals and nominal gifts appropriate to the circumstances.
- They may not offer or accept gifts, meals or entertainment if such behavior could give the appearance of trying to influence the business relationship.

We protect confidential information - ours and that of our business partners

- The success of the Euvic group is indeed driven by the use of confidential, internal group information and the non-disclosure of such information to third parties.
- Employees shall not disclose or permit the disclosure of confidential information, except as required by law or authorized by management.
- The termination of an employee's relationship with Euvic does not relieve the employee of his or her obligation to maintain confidentiality.
- Employees must make every effort to avoid inadvertent disclosure of confidential information by exercising extreme caution when storing or transmitting such information.
- We protect the information provided to us by our customers by applying appropriate solutions to prevent information loss.
- We develop systems to protect against cyber attacks and information theft.
- We protect access to company records and premises.
- Confidentiality also applies to employee information, privacy and the security of personal data.

We do not employ children

- Euvic does not employ minors / children below the minimum age required for employment by Polish law.
- Our youngest employees are students who develop their skills through internship and/or trainee programs.
- We ensure proper management of student employees by assigning them tutors/mentors, providing adequate support and training, complying with due diligence by educational partners and protecting student rights in accordance with applicable laws and regulations.

All violations of this Code should be reported to supervisors or HR, with respect to the provisions of the law on criminal liability for false statements concerning another person.

Reports of suspected Code violations will not result in any adverse consequences for the employee /coworker and will be investigated promptly. Where necessary, appropriate corrective action will be taken.