



Code of Business Conduct of Elpes Sp. z o.o.

Elpes trades in Poland but it also delivers goods and provides services to other countries. In each case it endeavours to comply with the laws in force. It makes every effort to ensure that it acts ethically in all aspects of its operations. It requires all its Suppliers and Business Partners to show the same commitment to ethical conduct.

As a duly authorised representative of _____

I confirm the following:

- we treat any and all information concerning Elpes Sp. z o.o. as confidential and do not tolerate using it for personal benefit,
- we protect the data of our Customers, Suppliers and Employees in accordance with legal regulations in force,
- we do not engage directly or indirectly in any activities being competitive to the activities of Elpes Sp. z o.o.,
- we do not give or offer bribes and do not accept bribes,
- we continuously strive to increase our contribution to society and the environment by maintaining high ethical standards, observing human rights, respecting the natural environment and supporting the development of employees,
- we recruit and promote employees on the basis of their qualifications and merit regardless of race, religion, sex, age or disability,
- we believe that the workplace should be safe and civilised – we do not tolerate sexual harassment, discrimination and any offensive behaviours,
- we do not tolerate the use, possession or distribution of narcotics at the workplace and coming to work under the influence of alcohol, narcotics or other psychoactive substances.

name and surname

signature

title

date