

CODE OF ETHICS

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INTRODUCTION

The Code of Ethics defines a set of principles and standards of behavior, consistent with accepted norms and values, generally applicable law and the 10 Principles of the Global Compact . It is an integral part of Compliance and an element of a transparent model for building and managing the activities of HASCO Group Companies.

In the Code of Ethics, we indicate the values and principles that we, as Employees and Associates of HASCO Group Companies, follow in our daily work, which allows us to ensure common standards acceptable to all and which enable us to build ethical patterns of conduct.

An integral part of the Code of Ethics are other Declaratory Documents in force in the HASCO Group, which are: the Code of Good Business Practices and the Code of Conduct for Business Partners.

The purpose of the Code of Good Business Practices is to ensure a high level of business relations that reflect the values and principles adopted in the HASCO Group. In turn, the Code of Conduct for Business Partners is a set of values and principles that we expect our Business Partners to follow , ensuring compliance with our ethical and business standards . All these documents constitute a coherent whole, the purpose of which is to support ethical, transparent and effective practices within the HASCO Group's operations.

At HASCO Group, we strive to shape awareness among our Employees and Associates, expand knowledge and strengthen effective communication.

"Ethics is not only what we do, but how we think about what we do"

Albert Einstein

I. ETHICS IN THE HASCO GROUP

A. PROTECTION OF HUMAN RIGHTS

- We undertake and promote actions aimed at respecting human rights.
- In our activities we apply the principle of "no child labour", while respecting acquired law and statutory law.
- We do not accept any form of violence, threats, abuse or exploitation.
- We do not recognize any illegal forms of employment.
- We do not accept forced labor.
- We strive to prevent human rights violations, identify actual incidents of violations, and minimize their negative effects. We also take actions to limit and mitigate the impact of these violations.

B. WORKPLACE SAFETY

- We comply with generally applicable laws and Internal Regulations, which constitute the foundation of the HASCO Group's responsibility for the health and safety of all Employees and Associates.
- We support each other, acting according to the slogan: "In the HASCO Group, we all care for each other."
- We ensure the safety of all Employees and Associates by reporting irregularities and potential hazards that may pose a risk to health or safety.
- Employees and Associates should actively promote a culture of safety in the workplace and are obliged to comply with occupational health and safety and fire protection rules and procedures.
- We apply Internal Regulations on Occupational Health and Safety and Fire Protection in our daily work to ensure the highest safety standards in the workplace.

C. RESPECT

- We treat everyone with respect, with full regard for their rights, dignity and protection of personal rights.
- We create a friendly and friendly atmosphere in the workplace, not accepting any actions that could create threats or negative tensions or lead to the deterioration of relations between Employees and Co-workers.
- We do not accept offensive comments, behaviors and gestures.
- We do not tolerate any form of retaliation or revenge.
- We do not accept any manifestations or forms of *Mobbing*, Discrimination and Harassment, including Sexual Harassment, regardless of: race, nationality, gender, sexual orientation, disability, age, political or religious beliefs, membership in associations and other organizations. Our principles of counteracting them are specified in the Anti-Mobbing Policy.

D. INCLUSIVENESS

- We shape an organizational culture based on integration, supporting diversity, creativity, innovation and a proactive attitude.
 - We apply the principle of equal treatment of all Employees and Associates, regardless of gender, sexual orientation, skin color, social, cultural, ethnic or national origin, as well as religious and political beliefs.
 - We only evaluate the professional competences, experience, achievements, attitude and commitment of our Employees and Associates.
 - We ensure the application of the principle of "open dialogue" and the free expression of opinions by promoting the principle of "Speak openly", which promotes transparent communication in the organization, facilitates effective interpersonal dialogue and has a positive impact on interpersonal relations.
 - We avoid misunderstandings and resolve disputes immediately and directly at source.
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- We provide all Employees and Associates with equal opportunities to develop their potential because we believe that every person deserves equal opportunities.
- We strive to create a safe working environment based on mutual respect and " *fair play* " cooperation.

E. COMMON GOAL, COMMON REQUIREMENTS

- Together we strive for the success of the HASCO Group, believing that it is based on the commitment and cooperation of all Employees and Associates.
- We all play an important role in achieving the organization's common goals.
- We build a business community by operating in accordance with ethical standards, generally applicable laws and Internal Regulations.
- We carry out assigned tasks with commitment, which positively influences the efficiency and quality of our processes.
- We promote an attitude that is proactive, responsible and fully committed to achieving company goals.

F. REPUTATION AND IMAGE

- In our image activities we are guided by the principles of social coexistence.
 - We build the internal and external image of the HASCO Group, taking into account social and industry trends.
 - We represent the HASCO Group responsibly, being aware that our actions and statements – both in public and virtual spaces – affect its image and reputation. We ensure that our communication is consistent with the mission of each of the HASCO Group Companies and reflects their professionalism and ethics.
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- We build a culture of open and transparent communication based on respect, cooperation and knowledge sharing. We make sure that information is accessible, understandable and reliable.
- While taking care of the image of the HASCO Group, we respect the privacy and the right to the image of our Employees and Associates.
- We use social media, internet portals and instant messaging services consciously and responsibly.

G. INFORMATION PROTECTION

- We protect confidential information regarding HASCO Group Companies, "know-how", as well as the privacy of our Employees and Associates. We comply with the principles set out in the Business Secrets Protection Policy, the Personal Data Protection Regulations and operate within the limits and on the basis of intellectual property law.

H. COUNTERACTING CORRUPTION

- We are guided by the principle *"If one person does not play FAIR - everyone loses"*. We do not accept any form of corruption and we are guided by the principles indicated in the Anti-Corruption Policy.

II. ETHICS AND COMPLIANCE

Ethics is not only the principles indicated in this document, but also the values of each of us as Employees and Collaborators, in accordance with which we act.

The totality of these standards allows for consistent actions and making the right decisions that have a positive impact on our surroundings and ethical work environment. Creating an organizational culture for the HASCO Group is crucial from the perspective of building trust and loyalty among Employees and Associates.

Compliance supports the implementation of ethical values in the HASCO Group by building awareness, promoting appropriate conduct, and creating mechanisms to prevent violations of ethical and legal principles.



ETHICAL VALUES

III. REPORTING UNETHICAL ACTIVITIES

Persons employed in HASCO Group Companies are obliged to report any violation or infringement of the Code of Ethics.

You can submit your application:



BY POST

PPF HASCO - LEK SA

Compliance Management Division/ Compliance Department

ul. Zmigrodzka 242 E

51-131 Wrocław

with the annotation "Deliver directly to responsible person"



E-MAIL

etyka@hasco-lek.pl with the title "Report of unethical activities"



BY PHONE

tel. (+48) 71 661 16 30

CONTACT

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