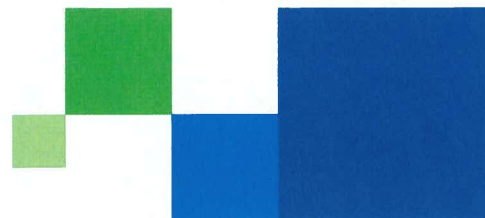


CODE OF ETHICS



Dear Sirs or Madams,

The culture of Truvant Sp. z o.o., its fundamental values and guiding principles, lends direction to the organisation and constitutes an ethical compass for the Company's business activity and for the every-day relations with colleagues, customers, suppliers and the social environment. It sets standards according to which the Company and its employees take all decisions.

We are proud of the fact that we conduct our business honestly, with full respect for ethical principles.

Truvant has not allowed and will not allow anyone, regardless of their position, for any illegal, unethical or inappropriate behaviour. We expect all employees to conduct the Company's affairs in an impartial and ethical manner. Our values demand that we have zero tolerance for all violations of the law.

The following guide has been created to ensure that every employee understands the rules of professional conduct and provides guidance to assist everyone in the right course of action in specific situations.

Unfortunately, this guide cannot take into account all the situations in which we can find ourselves. If you are not sure how to act, it is enough to ask yourself:

- Is the action that I intend to take lawful?
- Do we act in an impartial and honest way?
- Do I believe that our conduct will withstand the test of time?
- How would I react if I read about this action in local press or social media?
- Would I be proud to tell my family about how we acted?
- Does such conduct put me or our Company in a dubious situation?
- Are my actions consistent with our core values and do they support the guiding principle of the Company?

Please read this document carefully. If you are not sure how to react in an appropriate way to any situation, talk about it with your superior, or report your doubts to the HR Department representatives, raise your doubts on the platform dedicated to the ethics alerts.

The reputation of Truvant is our common good, but it can be ruined by the actions of just one employee. Each of us is obliged to protect the future of the Company by showing solid moral values and ethical behaviour which is the foundation of our sole, people-based culture.

Sincerely,
Vice President of Operations, Europe

Vice President of ESG & HR, Europe

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Who is responsible for compliance with our Code of Professional Ethics?

The rules of professional ethics are applicable to all employees, including senior management and board members. Each employee must comply with the same principles and requirements regardless of their position. Moreover, their trading partners, including customers, vendors, subcontractors and other persons who may participate in our business are expected to comply with similar standards.

1. Objective of the principles of professional ethics of Truvant

The Truvant organisation is committed to these fundamental values: integrity, reliability and accountability. It requires our employees and managers to fully comply with all laws, principles and regulations that relate to our business and fair and ethical conduct. Based on the application of local law and the Codes of Ethics of the main trading partners.

The principles and guidelines adopted in this document are intended to facilitate understanding and interpretation of applicable laws, regulations and codes in day-to-day operations. We expect all of our employees to understand and comply with these principles and guidelines. We expect our superiors and managers to help employees understand and learn to apply the relevant laws, regulations, rules and guidelines and ensure they are observed in the areas they supervise. We expect our business units to operate in such a way as to minimise the risk of their breach. We also expect our directors to set a good example by understanding and complying with the regulations which concern us and to create an atmosphere of compliance with the highest ethical standards. Violation of applicable laws, regulations or rules or encouraging others to do so poses a threat to the reputation of Truvant and there is no reason, including the achievement of financial or production business objectives, that would ever justify such a violation.

Strict adherence to the letter of a given rule of law or regulation is not sufficient. Ethical behaviour also requires their spirit to be respected. This manual is to be a source of information about ethical behaviour that relates to our business. It allows you to make sensible and thought-out decisions about how to act. This manual does not deal with each rule of law, regulation or principle that relates to our business, nor does it address each ethical issue that you may face. If a given issue is not mentioned or if you have questions about how the regulation or rule applies to a specific situation, we expect you to be guided by common sense and seek advice from your superiors and management. If you still have doubts or questions, you should contact the dedicated e-mail address: <etyka.truvant.com.pl> >

2. Occupational health and safety

Safety is one of the cornerstones of Truvant's culture. The Company is committed to creating, supervising and maintaining a safe and healthy environment for its employees, customers, vendors, suppliers and other persons who may visit our workplaces. Safety and protection of health are integral elements of the business strategy and are necessary for the Company to be successful. We will design, manufacture and distribute all products in a safe and responsible manner. We engage in the use of our human, physical and financial resources, as well as our technical capabilities in the full scope for protecting the health and safety of our employees and other people.

What should be borne in mind

All employees are expected to assume full responsibility for their own safety. Our basic principle is that injuries can and must be prevented. There is no place in our Company for an employee who does not care for safety. Truvant maintains an active safety and injury-prevention programme at each location, which comprises:

- Regular safety inspections
- Evacuation drills
- Safety meetings
- Safety-related educational activities

It is important to take care of safety not only in our workplace, but also at home, while visiting family and friends, during travel and on holiday.

While our processes and work principles are created to reduce the risk, we all need to regularly control and improve workplace conditions in order to ensure a safe and healthy environment. Hazardous work conditions are unacceptable and should be reported to the management. The health and safety of employees is of paramount importance.

3. Freedom of association

Employees, without exception, have the right to establish and join any trade unions and to engage in collective bargaining with the employer. Truvant appreciates contact with the employees at every level and therefore it takes an open attitude towards the activities of trade unions and their organisational activities. Representatives of the employees are not discriminated against and are free to exercise representative functions in the workplace.

4. Conduct

We need to appreciate and respect the diversity of our employees, as well as our suppliers, customers and any other person/group with which we enter into relations. Truvant is trying to give all candidates a level playing field and provide suppliers with equal opportunities in the sourcing process to make full use of the human and economic resources available to us to achieve customer satisfaction.

At the same time, Truvant is aware of its obligations towards employees and seeks to ensure a healthy, safe and productive work environment. The environment must be free from discrimination and harassment due to race, religion, gender, sexual orientation, age, citizenship, disability, or other factors which have nothing to do with the economic interest of the Company. The Company will not tolerate any sexual behaviour, violence or threats to use violence, any acts and/or any other behaviour in the workplace, which creates an atmosphere of intimidation or is otherwise offensive.

Truvant supports and respects the protection of internationally recognised human rights and supports the elimination of all forms of forced, slave or compulsory labour, as well as all forms of child labour. The Company seeks to ensure fair treatment for all employees in its activities and in its sphere of influence.

What should be borne in mind

Showing common courtesy and respect for colleagues will be conducive to a good working environment. The following acts are certainly not conducive to a good working environment and are prohibited:

- Threats
- Aggressive behaviour (screaming, insulting)
- Sexual behaviour
- Possession of any kind of weapons during official duties
- Drinking or being under the influence of alcohol during work
- Using, distributing, selling or possessing any drugs
- Harassment
- Spicy jokes
- Racism
- Gambling
- Possession of pornographic material

Employees who have committed any of these prohibited acts will be subject to disciplinary action up to and including dismissal, at the sole discretion of the Company.

Employees under the influence of drugs, alcohol or controlled substances should never stay on the premises of the Company. Such behaviour poses a risk of serious accident or injury to the employee and to all other persons.

The organisation strives to ensure that the workplace is free from harassment and any other negative behaviour which reduces the peace of mind and self-esteem.

Forced or slave labour is prohibited within the organisation, as well as employing children for any kind of work. Employees should make reasonable efforts to select suppliers that meet the same standards.

5. Fair behaviour

Employees, managers and directors of Truvant should endeavour to act with integrity in relation to the customers, suppliers and competitors as well as colleagues. Nobody should use others unfairly through manipulation, concealment, abuse of confidential information, false representation of important facts or other unfair practices. We should treat everyone with whom we work in connection with the interests of the Company in a fair manner.

6. Conflict of interest

A conflict of interest arises when an employee places personal business interests above the interests of the Company.

What should be borne in mind

Employees, managers and directors should avoid situations where their activities would lead (or appear to lead) to a conflict of interest with the Company. The following list presents certain activities that may indicate a conflict of interest and thus should be avoided.

External acts that interfere with the Company's obligations

Employees, managers and directors must avoid external employment or acts that could impair their performance of professional duties for the Company, due to excessive time requirements, or due to the fact that these external obligations could conflict with the Company's obligations.

Gifts and entertainment from customers, suppliers or other contractors carrying out business with the Company

Employees, managers and directors (and their immediate family members) are forbidden from soliciting and accepting gifts, pay for services, loans, payments or other favours from customers, suppliers or other contractors carrying out business with the Company. Non-cash gifts may be accepted only, if these are items of negligible value or advertising and promotional materials clearly marked with the name of the company or brand.

Entertainment that has not been sought – a trip, tickets for a match, meals in restaurants, etc. – may only be accepted if such forms of entertainment occur rarely or result from the normal course of business and are not excessively costly.

Gifts and entertainment for customers, suppliers or other contractors carrying out business with the Company

Similarly, employees, managers and directors (and their immediate family members) are prohibited from offering gifts, pay for services, loans, payments or other favours to customers, suppliers or other contractors carrying out business with the Company. Non-cash gifts may be offered only, if these are items of negligible value or advertising and promotional materials clearly marked with the name of the company or brand.

Entertainment for customers, suppliers or other contractors carrying out business with the Company are appropriate if they do not involve excessive expenditures.

Information

We often have access to information about the financial situation of the Company, its production activity and its future plans, which is not available to the general public or generally known, and will only be made public in the future. Such information must not be disclosed by an employee to any persons from outside of the Company nor used for the personal benefit or for the benefit of family members or friends.

Shares in companies selling or buying goods or services from the Company

An employee, manager or director may not have any undisclosed significant financial participation in any enterprise, company or other organisation that is either a current or prospective seller or purchaser of goods or services from Truvant, if such person may influence decisions concerning the interests of the company with that entity.

More than one percent of ownership or equivalent is generally considered to constitute significant financial participation. The seller is defined as any person or legal person who sells, rents or agrees to provide to the Company any materials, supplies, equipment, real estate,

loan, insurance or services, or has done so in the past. Similarly, the buyer is any person or legal person who buys, rents or otherwise obtains materials, supplies, equipment, real estate, loan, insurance or services from the Company or has done so in the past.

A conflict arises when an employee, manager or director uses equipment, staff or facilities of the Company for personal profit.

7. Protection and use of the Company's assets

It is the Company's policy that each employee, manager and director is responsible for the protection of the Company's assets against loss, theft and misuse. All the Company's assets should be used for legitimate business purposes.

The Company's assets include such elements as:

Tangible assets

Inventory stocks, office supplies, computer hardware and software, tools, equipment, vehicles and cash.

The Company's tangible goods are intended for the use of employees for the achievement of the Company's business objectives. Employees must not use office supplies for their own use, use the Company's postal fees to send private letters or use the Company's vehicles for private purposes outside the specified rules.

Intangible assets

Know-how and technical and manufacturing processes; business, financial, marketing and strategic plans related to products; plans for products with external vendors or buyers; and various internal databases, patents, patent applications and copyrighted materials.

Information, intellectual property (patents, trademarks, copyright, trade secrets and know-how) and innovative ideas are valuable intangible assets which must be adequately supervised and protected. Information on purchases, disposals, technology, competitive position, directional strategy, customers, sellers, employees, salaries, product purchase prices, trade secrets, etc. must be protected against misuse or unauthorised disclosure.

As an employee, manager or director, you are prohibited from using and disclosing information that is the property of the Company for purposes other than the business purposes of the Company. Information may be disclosed within the Company only on a need-to-know basis. By accepting a job at the Company, you have agreed not to disclose or use improperly, for any reason, the information that is the property of the Company, both during your employment and after leaving the Company.

8. Employee working time

The Company requires employees to perform their assigned duties during working hours and not engage in private matters.

The working time of employees is strictly regulated by national laws – the Labour Code.

The guidelines of other relevant ethics codes, including ETI, Ethical Trade Initiative, should also be taken into account.

What should be borne in mind

Each employee is responsible for the proper use, maintenance and protection of the Company's assets, including real estate, plant and machinery, equipment, information and computer data, product designs, inventions and other economic and technical information owned by the Company.

The Truvant guidelines and legislation impose strict penalties for theft or improper use of the Company's assets. Employees must in particular remember the following categories of limitations:

9. Confidential or proprietary information of the Company

Confidential or proprietary information of the Company includes detailed information about the Company's activity – products, services, technologies or competitive data – which you have obtained during your employment and whose disclosure would be beneficial to competitors or harmful to the Company.

Confidential or proprietary information of the Company and other internal information of the Company are valuable assets. The protection of this information plays an important role in the continuous development of the Company and its competitive capacity.

It is of particular importance that all employees take appropriate steps to guarantee the security and confidentiality of this type of information. Employees and former employees must not, without proper authorisation, transfer or share such confidential or proprietary information of the Company with anyone who is not employed by the Company.

10. Company's funds

Each employee is responsible for the proper use of the Company's funds, including accurate reporting in the Company's financial statements. No payment to a supplier or employee on behalf of the Company may be approved or made with this intention or under an agreement that any part of it is to be used for any purpose other than that described by the documents confirming that payment.

Each employee is personally responsible for each form of funds entrusted to him/her, credit and purchasing cards, coupons, cash, cheques, etc. - and must ensure that the Company receives an appropriate equivalent in exchange. All travel and entertainment expenses must be documented and recorded in accordance with travel and entertainment rules. If funds are used improperly or unlawfully, Truvant will take appropriate disciplinary action and may notify the competent authorities.

The Company will not maintain any funds or assets for any illegal purposes.

11. Business opportunities

Employees, managers and directors are forbidden from competing with the Company. From time to time, certain employees, managers or directors may find out about business and investment opportunities that might be of interest to the Company. In such cases, these persons will not have the right to use any opportunity they may discover while working in the Company, performing the role of a director or using or having access to the Company's assets and information. We all have to act in the legitimate interest of the Company when such an opportunity arises. Ignoring it may lead to a conflict of interest due to appropriation of business opportunities and may end in a disciplinary action up to and including termination of the employment contract at the sole discretion of the Company. You should share with the Company each benefit that you derive from your relationship with Truvant and not to keep it for yourself.

12. Confidential information and the use of such information in transactions

Confidential information is information that would be important for a reasonable investor when deciding whether to buy, sell or hold shares.

The use of confidential information in transactions means the use of confidential, material and non-public information regarding Truvant and its customers, suppliers or competitors in order to achieve an unfair advantage when buying or selling shares or other securities.

The information is considered to be material if it is highly likely that a reasonable investor would consider it important when deciding whether to buy, sell or hold shares of any of its business partners.

Employees, managers and directors who possess material, non-public information (possible mergers, acquisitions or disposals, actual or estimated financial results, increase/decrease in cash dividends, stock dividend or stock split, gain or loss of significant contracts, development of new products, serious litigation, major changes in the business strategy, etc.) regarding the Company or its business partners will not be allowed to engage in any transactions involving business partners about which they possess information as long as such information is not disclosed to the public. They also should not, without proper authorisation, disclose such information to anyone outside or within the Company.

Employees, managers and directors of the Company who possess material, non-public information and who use their position to achieve profit or limit their losses at the expense of the less-informed investors may incur civil or criminal liability with the possibility of receiving significant fines and/or imprisonment.

What should be borne in mind

Because, as an employee, manager or director, you are forbidden from using material information for your personal gain, you may incur civil or criminal liability for such behaviour in the event of providing material information to anyone, including family members and friends, who may benefit from the material, non-public information made available to them, using it for personal gain.

Two simple rules can protect employees, managers and directors from mistakes regarding material, non-public information: (1) Do not use material, non-public information for personal gain; (2) Do not share such information with anyone who does not need to know it

The use of confidential information in transactions is both unethical and illegal.

13. Internet access, electronic documents and electronic communication

Many employees of Truvant have access to the Internet and e-mail to facilitate communication and collection of information in connection with their work. These means of electronic communication are the property of Truvant and should be used for professional purposes. It is allowed to use these means from time to time for private purposes unless it interferes with work. Information can be sent and received in text, audio (voice), image, video format, social media posts and others. In the text below, the term 'document' or 'materials' may mean any of those formats. Electronic communication comprises e-mail, social media (Twitter, Facebook, etc.), Internet messaging and peer-to-peer communication (P2P) or text messaging.

What should be borne in mind

Here are a few specific important issues relating to electronic communication and Internet access:

Electronic communication

The Company's electronic communication is not private. Everything you send or receive is subject to a review by authorised employees of the Company. Communication systems, all messages and their content are the property of the Company. Sending or receiving messages containing inappropriate materials is strictly prohibited. Sending chain letters and advertising mail is likewise prohibited.

Internet access

Using the Internet or other data and audio networks of the Company in order to access improper materials in any form is prohibited. This includes obscene, defamatory, erotic materials and all other materials that may be unpleasant to others.

It is also forbidden to use the Company's access to the Internet for illegal purposes or for personal gain.

Truvant's confidential or proprietary information should not be sent through unsecured public networks, including the Internet, without proper safeguards. Employees should consult the Company's IT Department prior to sending confidential information via such network.

All employees are expected to understand and comply with the Company's rules regarding the use of means of electronic communication.

14. Anti-trust laws

Anti-trust (competition laws) laws have been developed to prevent economic activities that restrict freedom of trade by reducing competition so that companies can compete in an open, free and equal manner.

Truvant strictly prohibits the conclusion of both official and unofficial contracts or agreements with competition aimed at influencing the price or terms of sale, production volume, production restrictions, market allocation or quality standards.

All employees, managers and directors are expected to comply fully with anti-trust laws. Failure to comply with any anti-trust law, whether national or international, will put each employee, manager or director at risk of serious disciplinary action, including termination of the employment contract in appropriate circumstances. If anti-trust laws are violated, criminal penalties (high fines and/or prison sentences) and civil penalties (triple compensation paid to injured parties and/or court orders) may be imposed on Truvant and any individual employee.

Employees, managers and directors are strictly forbidden from exchanging, with competitors and potential competitors, any information regarding production schedule, distribution and pricing, sales conditions, quality standards, production volume and/or restrictions regarding production, customer relationships, market share and any other information that violates anti-trust laws.

Truvant wishes to gain contracts by providing high-quality products and services at competitive prices. Wherever we are, we are going to do business in a lawful and ethical manner.

What should be borne in mind

All employees, managers and directors should be sensitive to anti-trust laws in all their contacts, but special attention should be paid to industry or sector membership and participation in meetings where competitors will be present.

Trade unions

Trade unions play useful and legal functions in business activity and can be supported by industry members in appropriate circumstances.

Employees should bear in mind that meetings of trade unions may lead to informal meetings of competitors and may expose any person present there to suspicion of unlawful action, especially if, after such a meeting, Truvant or its competitors take any action which may indicate a collusion.

Employees will not be allowed to join any trade union on behalf of the Company, unless the Management Board has decided that this association serves an important and appropriate economic purpose. Employees should periodically review their membership in trade unions with their managers to determine which is still valuable.

Meetings

Participation in meetings where competitors will be present may cause a conflict of interest. Such meetings should be avoided unless they are expressly approved by the department manager. This approval may be general (repetitive meetings such as trade union committees, research groups, etc.) or specific.

In order to reduce the risk of violating anti-trust laws, the following guidelines must be followed in preparation for meetings with competitors and for participation in them:

1. Prior to the meeting, encourage the organisers to use the agenda; review it before the meeting to identify topics that may involve the risk of violating anti-trust laws, and request that items on the agenda that raise doubts be not discussed.
2. During the meeting, encourage its participants to stick to the agenda; note the course of the session and avoid discussions on sensitive topics, such as prices, product development and marketing strategies. If inappropriate items are discussed, request that they not be discussed. If this request is rejected, leave the meeting and try to ensure that the fact that you left is recorded in the meeting minutes.
3. After the meeting, review the minutes for any mention of anything which could be considered as evidence of unlawful agreement. For example, note the use of such terms as 'agree', 'consensus' or 'agreement'. Such terms may be easily misunderstood.

15. Compliance with trade regulations

As an international company, Truvant is governed by the laws and regulations in multiple jurisdictions on the territories on which it operates. Employees are expected to comply with applicable laws wherever we operate. For time to time, governments establish trade control measures which limit trade transactions with certain countries and parties and which affect the cross-border import and export of goods. Truvant complies with all trade control measures applicable to our business and the employees are expected to take steps to ensure that the Company does not engage in any business with prohibited parties or violate any applicable commercial restrictions.

What should be borne in mind

In order to ensure compliance with these different national and international laws and regulations, the employees should follow the rules below:

While carrying out transactions with countries which participate in conflicts or are subject to international sanctions, be aware of that;

Comply with all trade regulations and agreements that apply to the delivery of Truvant's products and services to the country-importer;

Provide accurate information to any person engaged to facilitate export or import transactions; and

Consult your management or legal counsel when you need detailed guidance for cross-border transactions.

The laws in this area can be complicated and are often changed. Consult your management or legal counsel if you are in doubt about any commercial activities of the Company.

16. Unlawful payments to government officials

Truvant will not offer, approve, make unlawful payments nor offer anything of value, directly or indirectly, to government officials, political parties or candidates for political positions with a view to obtaining their support in soliciting new or maintaining current orders processed by the Company.

Employees should make reasonable efforts to ensure that neither the representatives nor the distributors of Truvant make such inappropriate or unlawful payments.

In the countries where it is a customs and where it is not illegal, it is not prohibited to make payments to officials of that country, political party or party official to facilitate, expedite or ensure the execution of 'routine government actions'. 'Routine government actions' include actions carried out on a daily basis in the ordinary course of work by a foreign official with regard to:

- obtaining permits, licences or other official documents which give the right to pursue interests in the country concerned;
- processing requests to obtain government documents such as visas and work orders;
- providing police protection or receiving and delivering mail;
- planning inspections related to the performance of contracts or transit of goods through the country;
- providing telephone services or electricity and water supply;
- loading and unloading of cargo; or
- protecting perishable goods or other goods against spoilage.

In the cases in which payments are required for such actions, they will be limited to the usual and symbolic amounts and will be made only in order to facilitate the proper completion of those activities. All payments of this type must be recorded as business expenses in the Company's books and records.

Company's guidelines for giving and receiving gifts (see Conflict of interest, item 5)

If you have any questions about a specific type of payment, please contact your superior.

17. Relevant accounting principles

All financial operations of the Company, its accounting books, sales reports, statements of costs, time sheets and other documents must accurately and clearly present the event, detailed facts about each operation and its true nature. Each employee dealing with the preparation of such documents must prepare them with complete integrity and accuracy. The same principles apply to domestic and foreign operations. The Company's financial records must comply with the generally accepted accounting principles. There will be no entry made in the books or records of Truvant with a view to concealing or presenting in a false light the nature of any operation. In addition, there will be no unrecognised funds or assets for any purpose.

18. Environmental protection law

Truvant is committed to environmental protection and respect for the environment and the needs and concerns of the communities in which we live and work. We should all try to reduce waste, save energy and other natural resources, as well as promote recycling. There are a number of environmental protection laws that the Company must strictly follow, in particular regarding the measurement, recording and reporting of discharges and emissions into the environment and handling hazardous waste. Employees whose work zones are affected by environmental laws should be aware of them and should actively participate in programmes aimed at facilitating compliance with them and should immediately report any violations thereof to their superiors.

19. Contacts with media

Media – including daily newspapers, magazines, television and radio, is a powerful tool. In order to avoid misunderstandings or inaccuracies and ensure consistency of messages, all media enquiries will be handled by members of the management board authorised to represent the Company.

20. Copyright

The Company's fundamental and legal obligation is to honour third party copyright. Employees, managers and directors must not reproduce, make photocopies or send by fax any printed work protected by copyright without the permission of the author/publisher/owner. The reproduction of any intellectual property without the permission of the author/publisher/owner endangers its value and exposes the employee, manager or director and Company to the copyright infringement lawsuit.

21. Asking questions or raising doubts

If you have any questions or doubts about the proper course of action, you can take two important steps to ensure that the written commitment of Truvant to ethical and lawful conduct manifests itself in the workplace.

Contact your superior if you have questions about the proper course of action

All managers maintain a policy of open doors for the employees who have questions about the proper course of action. We encourage you to raise ethical issues before and not after the fact in order to take the proper course of action. Never hesitate whether to talk to your superior when you have a question regarding professional ethics, regardless of how small or minor it may appear.

Inform about breaches of principles

Each employee who becomes aware of a breach of any law or regulation or of the principles of professional ethics of Truvant, or believes that such a breach may occur in the future, must report this case using the appropriate means. You can report a breach in several ways:

- Tell your superior
- Inform the employees of the HR Department
- Contact us via the notification to the dedicated e-mail address <etyka.truvant.com.pl>

It is important that your notification contains sufficient details for an objective examination of the case.

Any alleged unethical or illegal actions will be examined in a professional and fair manner, with equal respect for the rights of the individual and the objectives of the Company. Any employee who turns out to be guilty of breaching the principles of professional ethics will be subject to disciplinary action, including termination of employment.

In order to ensure that an employee reporting a problem is protected from retaliation, requests for anonymity will be taken into account to the extent that they do not infringe upon the rights of another employee nor prevent proper examination of the case. Any attempt to retaliate against an employee reporting a problem will be severely punished.

22. Retaliatory steps

Any employee who in good faith reports a problem related to a possible breach of the law or the rules adopted by the Company will be protected against retaliation. It is a violation of the principles of professional ethics of Truvant, if anyone is harassed for reporting to the supervisor, making notification on a dedicated platform <etyka.truvant.com.pl> or in any other way in connection with any suspected breach. Employees who think they encounter unpleasant situations because they have reported any irregularity should immediately contact the staff of the Company's HR department.

23. Derogation from principles

Only the Management Board of the Company may, with respect to the director or a member of the Management Board, adopt a derogation from these *Principles of Professional Ethics*. The reasons for such derogation should be documented by a report at the meeting of the Management Board.