

ANTI-CORRUPTION POLICY

5.7 Counterparties

It is forbidden to accept any property or personal benefits from existing and potential Contractors. It should be ensured that relations with the contractors are based on professionalism and mutual trust, and all types of decisions in the field of cooperation were made only on the basis of substantive premises. Grupa Kęty cooperates with the Contractors only on the basis of written contracts or orders and the transfer of the good or service is documented. Detailed regulations regarding cooperation with contractors are included in the Orangebook procedures.

5.8 Accounting system

Grupa Kęty maintains a consistent, reliable and transparent accounting system consistent with applicable law, not allowing it to conduct off-trade transactions, register non-existent expenses, use false documents and deliberately destroy accounting records before the deadline provided for by law.



6. REPORTING A VIOLATION

This Policy is a detailed specification of the guidelines included in the Code of Ethics of Grupa Kęty, therefore the reporting of potential policy violations is subject to the procedure and on analogous terms to reporting violations of the Code of Ethics of Grupa Kęty, i.e.

First of all, any doubts related to the possible violation of the principles contained in this document should be reported in good faith to the direct superior, senior manager, in justified cases the president of the board of the given company.

In the event of the lack of effectiveness of the above process path or other reasons known to the applicant, official notification of behavior / situation violating the principles adopted in this document should be reported directly to the Business Ethics Officer of Grupa Kęty using one of three available channels:

1. Electronically to the following address:

etyka@grupakety.com

2. By mail to the following address:

Spokesperson for Business Ethics,
Office of the Management Board of GRUPA KĘTY S.A.,
ul. Warszawska 153, 43-300 Bielsko-Biała

3. Directly to the Business Ethics Officer:

ul. Warszawska 153, 43-300 Bielsko-Biała,
Office of the Management Board of GRUPA KĘTY S.A.

**RELIABLE AND
TRANSPARENT**
ACCOUNTING
SYSTEM COMPLYING