

Due to the fact that preventing and fighting against corruption has priority for the Management Board of **ZOELLER TECH**, we have made the decision to introduce our **ANTI-BRIBERY POLICY**.

Our **Anti-Bribery Policy** is based on risk analyses covering all the areas of our business and aimed to eliminate bribery and corruption situations.

The process of checking our business partners is a key element of our programme. We identify hazards together with them and take appropriate measures to eliminate the risk of corruption.

We place a strong emphasis on informing and training our employees as well as our business partners.

Our **Anti-Bribery Policy** incorporates a notification system to inform us of any potential hazards and breaches of regulations. Our system enables us to protect our business partners against such violations. For this reason, we created the e-mail address: antykorupcja@zoeller.pl, to which messages can be sent informing us of any corrupt and/or potentially corrupt practices. Furthermore, in our canteen in Rekowo Górne, there is a box in which messages on paper can be left informing us about any corrupt and/or potentially corrupt practices. Both systems are aimed to protect, and ensure confidentiality for, our informants. To provide informants with even better comfort, the law firm *Domański i Wspólnicy* has set up another e-mail address: antykorupcja-zoellertech@kpd.pl, to which information can be sent about any corrupt and/or potentially corrupt practices.

Please note that if there is no evidence or detailed information supporting your notification, it may be hard for us to take any action on it.

In accordance with the Data Protection Act of 29 August 1997 (consolidated text, Dz.U. of 2016, Item 922), by sending an e-mail you authorise ZOELLER TECH Sp. z o.o. to process the personal data contained in your notification (including the e-mail address) exclusively for the purpose of verifying your notification and carrying out preliminary investigations.

In accordance with the Data Protection Act of 29 August 1997 (consolidated text, Dz.U. of 2016, Item 922), if you give your notification using the box set up in the premises of ZOELLER TECH Sp. z o.o., you authorise ZOELLER TECH Sp. z o.o. to process the personal data contained in your notification exclusively for the purpose of verifying your notification and carrying out preliminary investigations.

ZOELLER TECH Sp. z o.o. based at ul. Nowa 8 in Rekowo Górne, 84-123 Połchowo, KRS No. 0000114047, shall be the data controller.

If you notify us by e-mail or using the box in the company premises, you shall have the right of access to your personal data and the right to have this information corrected if it is wrong.

Providing personal information is voluntary but it may help us review your notification of the possible violation of our Anti-Bribery Policy and contact you for additional information on this.

ZOELLER TECH Sp. z o.o. informs you that your data may be provided to the competent state government authorities in accordance with the applicable regulations of law.