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ANTI-CORRUPTION AND ANTI-BRIBERY PROCEDURE

It is the policy of SOLAN INVESTMENT sp. z o.o., that each director and employee as well as our suppliers and partners will comply in all respects with all applicable domestic and international laws. This especially applies for standards and principles relating to anti-corruption.

Any disregard of these laws, standards and principles will consequently result in legal actions.

Gifts, entertainments or invitations (in cash or nature) from SOLAN supplier or partner or of SOLAN itself may create the appearance of a conflict of interest, especially if the value is significant. This also includes any form of bribery or direct or indirect payments to employees or directors of SOLAN from third parties.

Accepting or granting such benefits is therefore strictly prohibited.

SOLAN policy prohibits SOLAN employees and directors accepting or granting gifts, entertainment or any other business courtesy (e.g. discounts). Acceptance of smaller non-cash gifts (such as pens or calendars) will be tolerated. Beside this moderate business meals, entertainment or infrequent invitations to sporting or other events can be appropriate aspects of a positive business relationship. These invitations may in certain cases be accepted or granted, provided that the total benefit does not exceed 100 Euro.

Głowno, dnia 12. 01. 2015r.



Prezes