

Business integrity policy of Plyterra, JSC

Plyterra, JSC is a coordinated team of like-minded professionals, united by common goals and objectives. Stability and development of Plyterra, JSC (hereinafter referred to as the Company), professional growth and prosperity of employees depend on everyone's willingness to work effectively, considering and protecting interests of the Company as their own, and respect interests of partners of the Company and interested parties.

Employees of the Company understand that business reputation of the Company depends on actions of each employee, and compliance with ethical rules allows us to succeed and compete in the market environment, while dishonest behavior and denial of corporate ethics in order to obtain "easy profit" in the long run do not justify itself.

Business integrity policy aims to determine corporate values and ethical principles of the Company. Acceptance and following to it by the employees of the Company forms the correct business conduct and, as a result, the reliable business reputation of the Company.

Business integrity policy aims to create favorable conditions for work of each employee in which he/she effectively applies his/her knowledge and experience to achieve goals of the Company, while receiving moral and material satisfaction from results of work.

The most significant corporate values of the Company are:

- Respect for personal rights and interests of its employees.
- Respect for rights and interests of partners of the Company and all interested parties.

Compliance with rules of business communication.

- Honesty in the relationship between the employee and the Company. Trust between the employee and the Company.

- Honesty in relations with partners, maintaining a faithful approach in all matters related to communications and information.

- Satisfaction of the partners. High quality of manufactured products.

- Responsibility of the Company to its partners and all interested parties.

- Attention of the employee to interests of the Company. Professional competence.

Conscientious fulfillment of duties by employees and assuming responsibility for consequences of their decisions.

- Attention of the Company to its employees. Conscientious performance of duties by the Company to its employees

- Caring for the environment and human health.

The company does not sacrifice its values for profit. The company considers corporate values as priorities of its activities and assumes the same in relations with partners and employees.

To realize corporate values, the Company has developed and observes the following ethical principles.:

- Principle of relationships between the Company and the employee.

In relations with employees, the Company respects personal freedom and human rights, complies with all requirements of labor legislation and terms of an employment contract, provides everyone with equal opportunities and does not allow discrimination at work. The company respects confidentiality and provides guarantees for the protection of personal data of employees.

The working atmosphere of the Company is based on principles of trust and respect. The company does not accept any form of harassment (creating an unfriendly, hostile environment against one or more employees; unreasonable interference in the work performed by other employees). The

company does not accept any form of abuse. The company is against any form of discrimination (any explicit or implicit separation, exclusion or preference based on nationality, gender, religious beliefs, political views, national or social origin, which negates or violates the equality of opportunities and relations at the workplace or in a certain profession).

Forced labor is not acceptable. Everyone who works for the Company does it voluntarily in view of a legal contract and receives a salary that meets the requirements of the legal system.

The company develops a culture that promotes productivity, teamwork, everyone's participation, leadership and growth. The company provides transparency and openness in management of employees, constantly improves management methods, providing employees with favorable working conditions, opportunity for advanced training and realization of their potential.

The system of remuneration for labor results is aimed to attracting, increasing of motivation and retaining of employees whose qualifications and labor results ensure the execution of strategic plans of the Company. Company systems of payment always take into account the official minimum wage.

The working time does not exceed the standards and corresponds to the individual employee contract.

All employees have safe working conditions in terms of hygiene and cleanliness..

The company ensures creation of healthy and safe working conditions by achieving of the level of production processes corresponding to the current state of technology, as well as being guided by a principle of priority of life and health of employees in relation to the results of production activities; developing of skills of employees to anticipate and prevent the occurrence of negative events associated with emergencies, accidents and occupational diseases.

In the field of labor protection and fire safety the Company is obliged to ensure compliance with the requirements of standards and norms governing the activities of the Company in the field of labor protection; inform employees about working conditions; identify, assess and manage production risks, develop and realize programs aimed at preventing of accidents and occupational diseases; carry out consistent involvement of all company personnel in active participation in the field of labor protection and health; to provide continuous improvement of the functioning of the occupational health and safety management system; protect company employees from the influence of negative production factors; introduce effective modes of work and rest, improve social and living conditions in the process of labor activity, introduce effective means of collective and individual protection; implement compensation measures aimed at reimbursing of employees of the company for damage caused by unfavorable working conditions, to rehabilitate workers in case of industrial accidents and in the event of occupational diseases; conduct training for employees in safe methods and techniques of work execution, provide functioning equipment and tools, organize health inspections, monitor compliance by employees with safety regulations and fire safety rules by employees.

Employees of the Company do not allow abuse of official position in their conduct (abuse of official position occurs when an employee puts his personal interests above the interests of the Company in view of work processes, which contradicts with the status of an employee of the Company). The company is convinced that each employee, when carrying out of work, is obliged to put interests of the Company above his own, at the same time, the Company respects civil and personal rights of its employees.

At execution of their duties, employees can not participate in activities that directly or indirectly affect the business decisions, production or financial processes of the Company, if a conflict of personal interests and interests of the Company arises or may arise as a result of this activity.

In their activities, employees exclude: giving a bribe, receiving a bribe, abuse of authority, commercial bribery or other illegal use of his official position by an individual contrary to legitimate

interests of the Company, in order to obtain benefits in the form of money, valuables, other property or property services, other property rights for themselves or for third parties, or illegal provision of such benefits to a specified person by other individuals; participation in illegal actions discrediting the Company as a labor collective, any unlawful activity (business, social, political, religious, etc.) that may cause damage to the Company; the spread or threat of the spread of any information that discredits the reputation of the Company, its headquarters, other employees, the use or threat of illegal methods of execution of professional activities; formal attitude to the performance of their functions, manifested in the execution of labor processes, not achieving meaningful actual results; disclosure of trade secrets; drinking alcohol in the workplace, on the territory of the Company and during performance of official duties outside the territory of the Company; smoking in the workplace and in office space (smoking is only possible in designated areas); carrying any type of weapon on the territory of the Company; gambling in the territory of the Company and during performance of official duties outside the territory of the Company; propagation of political and religious views or their discussion with business partners.

The headquarters of the Company and the Company understand that creation of constructive professional relations between the Management of the Company and the employees of the Company is necessary for daily effective work and for future development of the Company in general.

- Principle of relationships between the Company and its partners and interested parties

The company is convinced that the key to its success is long-term relationships with business partners (customers, suppliers, contractors, joint project partners, etc.) based on mutual respect, trust, honesty and fairness.

The company focuses on needs of partners and aims to guarantee high quality of manufactured goods; faithfully fulfills its obligations and expects fulfillment of obligations from its partners; complies with terms of contracts / agreements with business partners and fulfills its obligations in relation to them; does not allow the provision of unreasonable benefits and privileges to business partners; creates and maintains mutually beneficial commercial relations with partners, guided by principles of mutual respect and compromise; seeks pre-trial settlement of disputes in order to resolve it competently through negotiations and saving of partnerships; conducts activities only with partners who engage in legitimate activities; does not accept unlawful payments in any form and does not use unethical or unfair means of influencing on its partners or competitors.

The Company takes on the obligation to compete in good faith and respect rights of the Company's business partners and competitors. The company uses the principle of fair competition by improving of quality and characteristics of manufactured goods, marketing strategies and advertising. The company does not use illegal and unethical means of gaining an advantage over the competitor. The company requires its business partners to comply with human rights obligations, labor legislation, health, safety, labor protection and respect for environment, and comply with business ethics.

The company provides sufficient and accurate information to partners of the company and interested parties so that they have an opportunity to make balanced decisions on terms of cooperation.

Employees understand that their behavior forms opinion of business partners about the Company and affects their desire to cooperate.

The company strives to continuously improve its quality attributes and expects each employee to contribute to the maintenance and development of long-term relationships with partners. The employees of the Company ensure close interaction with partners in order to constantly guarantee the satisfaction of the Company's customers in terms of quality, cost and delivery time of manufactured goods, mutually beneficial work with all interested parties.

- Principle of relationships between the Company and authorities and public representatives

The company aims to build and maintain stable official relationships with state authorities and local governments in accordance with legal system and other rules and regulations.

The company does not attempt to influence illegally on decisions of state bodies and local self-government bodies or their representatives; follows to legal system, norms and rules applicable to its activities; pays taxes and fees on; neither directly nor indirectly participates in work of political parties. Employees of the Company conduct business with state authorities and local governments without personal interest, without resorting to bribery and other illegal methods of influencing on adoption of administrative decisions.

The company treats itself as an integral element of the social environment in which it works and with which it seeks to establish strong relationships based on principles of respect, trust, honesty and justice. The Company's Management is aimed to have a positive impact on resolving of socially significant issues, seeks to create new jobs and improve professional qualifications of employees. Company employees strive to establish constructive relations with public, non-governmental and other organizations in order to improve public relations, improve the environment and ensure life safety.

- Safety, protection of human health and environment

The company takes all necessary measures to prevent accidents at work and industrial injuries. The company is aimed to full compliance with environmental standards and requirements, fully aware of the need to develop production that is safe for the environment and human health by: efficient use of natural resources; development and application of resource-saving and non-waste technologies.

All employees are responsible for compliance with security, health and environmental safety requirements in all areas of activities of the Company.

Each employee of the Company is required to comply with requirements of Business integrity policy and is responsible for their ethical behavior.

Each employee of the Company must inform on any known to him cases of a committed or possible violation of requirements to his immediate supervisor. The company guarantees the employee anonymity and impunity for such treatment. The company guarantees attentive, objective and competent consideration of the received applications. No measures will be applied to the employee without a proper internal investigation and ascertainment of guilty of an offense.

The headquarters are responsible for execution the Business integrity policy, its communication to each employee of the Company, keeping it up to date and its accessibility for partners and all interested parties.