



Code of Ethics and Values

FIBRAIN Sp. z o.o
Zaczarnie 190F

Done by

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PURPOSE OF THE DOCUMENT

Code of Ethics and Values FIBRAIN defines the rules, standards of conduct and values regarding interpersonal and business relations as well as the protection of the Company's assets and image.

Code of Ethics and Values FIBRAIN (hereinafter referred to as the Code) is based on common FIBRAIN which form the foundation of the conduct of the Company's Employees and the Company itself.

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GENERAL RULES

1. The standards of behavior contained in the Code apply to all Employees.
2. The Company will create a working environment enabling Employees to comply with the standards contained in the Code
3. The Company makes every effort to conduct its business activities in accordance with the letter and spirit of the law and other accepted standards of business conduct, reflected in the generally applicable acts of law in force in the Company and acts of the Company's internal law

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VALUES OF FIBRAIN

1. Quality – we set high standards for the quality of all our activities
2. Professionalism – we constantly improve our qualifications and we are happy to share our experience
3. Commitment – we are fully involved in every project, and the success of our clients gives us the greatest satisfaction
4. Respect – we require trust, honesty and mutual respect from ourselves and others
5. Efficiency – we ambitiously and consistently strive to achieve our goal
6. Responsibility – we take responsibility for our work and the environment in which we operate

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EMPLOYEES

1. Our employees are our greatest value. The goal of FIBRAIN is to be a reliable and trusted employer and to build relationships based on mutual respect and dignity
2. FIBRAIN ensures a safe and healthy working environment and takes all necessary measures to avoid accidents and injuries
3. We do not employ and do not accept any forms of employing minors, forced labor and slave labour

4. We promote a productive work environment and therefore do not tolerate any form of harassment, bullying, intimidation or violence. The relationships of all employees must be built on the recognition of mutual respect and dignity
5. We respect human rights and labor law standards
6. We apply equal and fair rules of employment, remuneration, development and promotion of our employees
7. We treat Employees equally, in particular regardless of race, gender, religion and political beliefs
8. We rely on mutual trust and respect as well as proper conduct towards others, regardless of the position and function held in the Company

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CONFLICT OF INTEREST

Commercial decisions are based on objective criteria and premises. Employees and business partners should avoid situations where there is a conflict of interest between their private matters and participation in activities conducted by FIBRAIN.

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ETHICS IN BUSINESS

1. We follow good business conduct practices
2. We act in accordance with the principles of fair competition
3. We care about good relations with customers
4. We do not tolerate: impermissible financial benefits, all forms of extortion or corruption, facilitation payments, "money laundering", financing of terrorism, etc.
5. We strive to do business only with those entities that operate in accordance with the law and comply with all formal requirements for the Company's contractors

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PROTECTION OF COMPANY PROPERTY AND ASSETS

FIBRAIN secures the property, resources and information systems of FIBRAIN and protects them from unauthorized use, damage, disclosure, diversion or removal as a result of accident, misconduct or breach of trust.

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PRIVACY AND PERSONAL DATA PROTECTION POLICY

FIBRAIN respects the individual's right to privacy and undertakes to handle personal data responsibly in accordance with applicable regulations.

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CONFIDENTIAL INFORMATION (BUSINESS SECRECY)

All employees and business partners take special care to prevent unauthorized use or disclosure of confidential or proprietary information of FIBRAIN. Undisclosed public information belonging to our customers and partners that we access in the course of conducting our business is also protected in accordance with legal and contractual provisions.

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INTELLECTUAL PROPERTY

FIBRAIN and all company employees and business partners must act to protect our intellectual property and respect the applicable intellectual property rights of others.

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ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

FIBRAIN makes every effort to conduct its activities in an environmentally friendly manner and in accordance with or exceeding the environmental requirements set out in applicable executive regulations, legal regulations and international agreements. We are constantly looking for solutions to reduce resource consumption, emissions and waste.

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SOCIAL INVOLVEMENT

FIBRAIN's activity is a socially responsible activity, which is why we support local, regional and global communities. We participate in social projects wherever we operate

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ETHICAL CONDUCT

1. Ethical conduct includes both compliance with applicable social and legal standards, as well as the principles described in the Code
2. All Employees are required to comply with the Code
3. We are all responsible for preventing violations of the Code - in the event of a violation, we immediately report this fact to our direct superiors, senior managers or the Human Resources Department