

Remontowa Shipbuilding S.A. is flexible, but in the case of corruption we have a zero-tolerance policy. **We do not accept and firmly oppose corruption and bribery.** Our employees, associates, managers and other persons acting on our behalf do not take part in corrupt practices.

ADOPTED RULES

Employees, associates, and managers of RSB and other persons acting on behalf of and in the interest of RSB:

- shall not directly or indirectly promise, propose, give, demand, and accept financial, personal or other benefit or a promise of such in exchange for an act or omission, in order to obtain an inappropriate benefit, establish or maintain cooperation or negotiate more advantageous conditions;
- shall not accept any financial or non-financial benefits to which they would not be entitled under the standard procedure, and shall explicitly refuse to accept such benefits;
- shall take the zero-tolerance approach to corrupt practices.

COOPERATION WITH PUBLIC SECTOR

It is prohibited to give or offer any kind of benefits (including gifts, hospitality, and entertainment) to representatives of the public sector.

COOPERATION WITH CONTRACTORS

Aware of the risk of being involved in a corruption scheme, we are particularly cautious when establishing business relations with our contractors (including, among others, customers, intermediaries, sub-contractors or suppliers).

We collaborate with reliable contractors which have good reputation and are recognised on the market.

We always make formal arrangements with our contractors. We also inform them about our anti-corruption principles on a regular basis and introduce provisions concerning collaboration according to the highest business standards into our agreements.

We pay attention to transparent relations with our contractors. All settlements with our contractors are made without cash (by bank transfer).

REPORTING OF IRREGULARITIES

If you discover or suspect a potential irregularity, you should report it to your immediate superior, the Compliance Officer or via the anonymous channels, namely:

- by sending an e-mail to the e-mail address: rzeczniketyki@remontowa-rsb.pl
- by sending a traditional letter to the address: Compliance Officer, Remontowa Shipbuilding, ul. Swojska 8, 80-958 Gdańsk
- by leaving a letter in the designated box located on the ground floor of the seat of the Management Board.

We guarantee that we will not try to identify persons reporting irregularities.

The Anti-Corruption Policy is an integral part of the Anti-Corruption Procedure of Remontowa Shipbuilding S.A., which includes the binding rules of preventing corruption and a number of guidelines which shall help to identify and reduce the risk of corruption.

The Compliance Officer at Remontowa Shipbuilding S.A. shall be obliged to ensure support for the implementation of the provisions of the Procedure, analysis and investigation of reported doubts, ensuring compliance of the Procedure with the law in force, and verification of potential irregularities.