



# ANTI-CORRUPTION POLICY

THE PLAST – BOX CAPITAL GROUP'S  
ISSUE 1 DATED 30-06-2026

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# INTRODUCTION

The Plast – Box Capital Group conducts its business activities in a responsible and transparent manner, applying the highest ethical standards. We respect the provisions of the law and apply a zero-tolerance rule towards any behaviour of an unclear or ambiguous nature. This applies to all contracts, agreements or transactions conducted by us. As a socially responsible Group, we do not tolerate any acts of corruption, as they are incompatible with our values and the adopted Code of Conduct. Such an approach forms an integral part of the Group's business culture.

In its actions, the Management Board and Senior Management make every effort to foster an organisational culture where a fair and ethical approach is widely applied within the environment in which we operate. The Policy is consistent with our applicable Code of Conduct, publicly available, and communicated to all interested parties, both internal and external.

We wish to present a set of principles and measures aimed at safeguarding against corrupt behaviour. These principles apply to all employees of the Plast – Box Group. We expect them to be applied by the Group's contractors and business partners as part of building a shared value chain. To this end, all Companies of the Plast – Box Group implement and adhere to the following principles:

## 1. WE ENSURE COMPLIANCE WITH APPLICABLE LAWS

We respect all applicable laws in the area of combating and preventing corruption. We model our approach on national regulations and international standards, which we comply with regardless of local customs or practices.

We combat and eliminate all forms of corruption and bribery, which include: active and passive bribery, the use of company funds for private purposes or personal gain, trading in influence (bribery of public officials and private sector influence peddling), evading legal obligations, in particular customs or tax obligations, as well as favouritism, nepotism and other unauthorized dynamics in employment relations.

We reserve the right to refuse cooperation with entities or individuals upon whom court judgements or administrative penalties have been imposed, or against whom proceedings are ongoing in connection with violations of anti-corruption regulations.





## 2. WE MANAGE RISK

In our relations with clients and business partners, we analyse all risks, including corruption risks, especially when we operate in countries or industries assessed as vulnerable. We maintain the principle of due diligence during such verification. Our employees are obliged to report any threat, even potential, and any conflict of interest in this area. If such situations are disclosed and cannot be resolved ethically, we reserve the right to cease cooperation and contact with the entity or individual concerned.

## 3. WE ACT TRANSPARENTLY

Any expressions of courtesy and gratitude must be justified, moderate and transparent, so that they can be treated as an element of building business relations and a natural part of performing official duties. Small gifts and invitations to events, based on generally accepted custom, can significantly support the process of maintaining, establishing and developing business relations. We accept the receiving and giving of one-off gifts with a value not exceeding €50 (or its equivalent in local currency). Any gratification above the specified amount requires the prior approval of a supervisor. We avoid participating in meetings focused solely on entertainment or recreation. All expenses for gifts, meals or meetings are properly documented, approved and recorded in our systems. An employee who, acting in good faith, reports a suspected malpractice is subject to special protection from the company's Management.

## 4. WE SUPPORT FAIR COMPETITION

We eliminate any possibility of obtaining any payments or grants that disrupt the fair establishment of a market advantage. We support various organisations through donations or other charitable activities solely on transparent terms and upon obtaining the approval of the Group's Senior Management. All such expenses are properly documented, approved and recorded in our systems.

## 5. WE BUILD AWARENESS

All employees and partners within the Group are informed of this Policy. We ensure that new employees mandatorily familiarise themselves with it and understand its provisions. We conduct activities aimed at raising awareness among employees who are most exposed to the risk of corruption, regardless of their position, and we provide them with appropriate guidelines to identify and prevent corrupt practices in relations with business partners.



## BREACHES OF THE PROVISIONS OF THIS POLICY

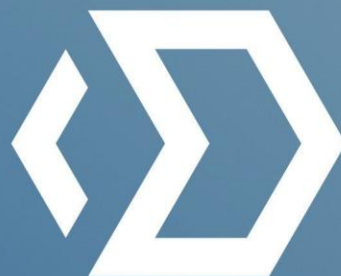


Our relations with employees, contractors and business partners are based on broadly understood ethical practices. We build them on such values as transparency, honesty and trust, and the key to our success is continuous improvement.

Any instances of violation of the principles described in this Policy should be reported using the reporting form available at [www.plast-box.com/en/for-whistleblowers/](http://www.plast-box.com/en/for-whistleblowers/), via email to [kodekspostepowania@plast-box.com](mailto:kodekspostepowania@plast-box.com), by telephone, or in person to our compliance officers.

Reports will always be treated as confidential, and we guarantee full anonymity and protection against any form of repercussions or harassment.





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