

Fructus sp. z o.o. code of ethics

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Introduction

Fructus sp. z o.o. introduces the Code of Ethics as the basis for ethical activities, setting out the rules of conduct for employees, contractors and clients in everyday business activities. It is a reflection and codification of procedures, rules and good practices in our organization and applies to all employees of Fructus sp. z o.o., contractors, current and potential customers as well as service providers. The business success we strive for together can in no way be combined with prohibited practices regarding unfair competition, unclear cooperation or unethical calculations in relation to the generally accepted rules of business environment. Employees at all levels are responsible for ensuring that their behavior complies with the principles described in the Code of Ethics.

All statements presented in the document define the attitudes and behaviors considered the most important in the economic, social and cultural sphere. They oblige employees, regardless of their position, to comply with the rules and facilitate the pursuit

of common goals.

The purpose of Fructus sp. z o.o. Code of Ethics is:

- codification of rules regarding ethical and lawful conduct of employees, suppliers, contractors as well as potential or current customers and business partners
- creating and maintaining of company image and reputation as a company guided by fair rules, responsible and reliable
- providing the highest quality services based on honest and ethical actions, high standards of transparency and clear definition of requirements for clients, contractors and business partners

General rules

At Fructus sp. z o.o. we comply with national and international law, as well as standards of ethical conduct. We promote ethical attitudes and behavior in every aspect of business cooperation among all employees as well as suppliers, customers, subcontractors and business partners. We require employees and those cooperating with our company to follow this code and to report cases of deviations and violations. The contact person in this matter is the Ethics Officer. The Ethics Officer provides preventive advice to employees as well.

An employee may report a violation of the rules of ethics anonymously, by phone, by sending an e-mail to etyka@fructustransport.com or by filling in the form for reporting a violation of the Code of Ethics available on the company's website www.fructustransport.com.

Promoted and expected attitude of employees of Fructus sp. z o.o. to contractors

1. In contacts with potential and current customers, we are focused on a long-term fair partnership.
2. When performing the tasks entrusted to us, we are guided by honesty in meeting the arrangements and obligations we have undertaken. We reliably and directly inform our clients about problems resulting from both fault of our company and unrelated to company.
3. The solutions we try to propose are tailor-made. Offers are always prepared individually to meet clients needs and expectations to the fullest extent possible.
4. We support our knowledge with experience, provide advice and together with contractors search for the best and most effective solutions.
5. In the event of emerging problems, necessary changes or discrepancies in expectations and capabilities, together with the client we look for the best solution to deliver the service.
6. We do not declare services impossible to perform, therefore we do not break any regulations or law.
7. CSR activities related to local communities are important to us, we promote them both in our organization and those with whom we cooperate.

Employees

Out of respect for their knowledge and experience, our employees have freedom to act and decide on current business and non-business matters. Company environment promotes cooperation and trust, and builds responsibility for the company and the

common good.

- Respect for all co-workers is a basic feature of all Fructus employees. Any discrimination based on origin, skin color, nationality, sexual orientation, religion or gender has not been and will not be tolerated.

- Responsibility for one's actions and care for common business is a daily requirement.

- Personal development through learning, raising competences, openness to new techniques and activities should characterize all employees.

- We are not afraid to disagree with colleagues. Any criticism should be focused on a specific problem and clearly stated. We draw conclusions and improve our activities. We accept criticism with humility and try to extract from it those elements that will help us become better.

- We do not practice employment based on civil law contracts. The employment policy in the company is based on the rules of the Labor Code, and employment contracts are signed with employees.

- We pay basic salaries, allowances and bonuses on time and in accordance with the applicable remuneration regulations.

Suppliers and contract carriers

Fructus operates on the basis of open, lawful and generally accepted standards of business ethics.

- Suppliers have equal opportunities in access to prepared offers, and decisions are based on a comparison of indicators and objective conditions,

- Contracts concluded with suppliers and carriers are clear, legible and lawful,

- The Management Board and employees are strictly prohibited from accepting financial benefits from customers, business partners and contractors or suppliers. When

choosing a supplier, we are guided solely by its competence and experience, offered terms of agreement and the economic interest of the company,

- Timely fulfillment of our obligations is of the highest priority for us,
- We try to adapt to the needs and flexibly approach to the inquiries and comments of our clients and business partners,
- We monitor the behavior of our employees and react when inappropriate behavior is reported,
- We are conscious representatives of our company. Customers and suppliers identify us with the company we represent,
- We encourage our clients and contractors to familiarize themselves with our Code and comply with the rules contained therein,

Natural environment

The smallest possible impact on the environment with our activities is extremely important in our organization, and the focus on reducing noise emissions, CO₂, oil and fuel consumption affects the long-term operation of our company.

- Environmental protection is not in conflict with business goals,
- We only invest in modern fleet that meets the currently strictest EURO 6 standards,
- The telematics used in our company supports specialists who plan transports in their work, at the same time helping to reduce empty travels and thus reducing the negative impact on the environment,
- We make our clients aware of the benefits of using telematics optimized routes and its contribution to savings,
- Carriers cooperating with us are encouraged to use our experience and reduce the impact on the environment,

- We use electronic document circulation, eliminating the need to print and use paper,
- We put the safety and life of our employees and carriers working for us in the first place.

Management

Fructus sp z o.o. obliges the Management Board to run the company in accordance with the law and the expectations of the company founders.

- Focusing on the financial result cannot be separated from taking into account other aspects of life, social, ethical and environmental.
- Together, we strive to meet the owners' expectations regarding the stable development of the company.
- In internal relations, we are bound by partnership, cooperation and respect for the law.
- The goal of Fructus as a company is to correlate its goals with the personal goals of its employees.

Local community

Company supports local community and its sports, scientific and cultural organizations. We know where we come from and we care about the environment of our company.

- We support sports clubs, NGOs, health protection and prevention institutions. We actively participate in the life of the local community and maintain contact with local governments and authorities.

- We support local communities materially, technically and with the work of our employees. We support social initiatives and charity campaigns.
- We engage in charity work for social organizations and individuals.
- We actively promote pro-social behavior in our business activities, local communities and in the media.

Information policy, security and data protection

We exercise the utmost care when inserting reliable data and information into the databases of our IT systems. We exercise similar care when transferring data from our databases to third parties. Confidential and proprietary information is strictly guarded so that it does not flow outside the organization. We outsource our IT systems, devices and databases to proven and professional subcontractors. Information that may affect company's income or protect company from harm should be immediately provided by employees to their superiors. All data and information obtained or generated by an employee while performing their duties are the property of Fructus sp. z o.o. and may be used only in accordance with the law, respecting the entity to which they refer, and in accordance with the company's interest.

Our Employees and Subcontractors are obliged to:

- perform professional activities and duties reliable, timely and responsible,
- build positive, respectful relations with colleagues and show friendly attitudes in the workplace,
- respect differences of views and opinions of other Employees and Subcontractors,
- constantly expand their knowledge and use all devices and means of transport in accordance with their intended use and applicable rules.
- it is unacceptable to destroy property, use it for private purposes, seize or dispose of it without appropriate allowance,

- comply with generally accepted standards of behavior,
- taking care of personal culture, culture of speech and work safety,
- reporting all manifestations and attempts of bribery and corruption,
- reporting all cases of mobbing, discrimination and harassment,
- be loyal to the company and its employees,
- protect information entrusted to them by clients,

Violations of the above rules must be reported to the supervisor immediately.

Responsibility of the Board, Management and Employees

The management and Board of the Company aim to implement Code of Ethics guidelines and set an example for other employees. Each manager is also responsible for managing employees in a way that allows them to develop continuously and achieve job satisfaction. The employee complies with the law, regulations and standards adopted in the company as well as generally accepted moral and ethical norms in interpersonal contacts.

Information management

Reliability and responsibility are the primary goal of all information activities. In addition, their acquisition, production and transfer are to be carried out with confidentiality and discretion.

Property management

Employees are obliged to rationally manage company's assets entrusted to them and treat them with due respect, and to use the company's property for private purposes only in special cases. Rational and economical use of all material resources is declared.

Customer relations

Customers are treated with care and attention, all contacts are guided by the principle of trust and reliability, acting in accordance with concluded contracts, social and moral norms, including an absolute ban on drawing personal benefits from customers or business partners.

Equal treatment

Fructus sp. z o.o. does not accept and combats any cases of mobbing, discrimination and harassment. We consider such behavior to be contrary not only to the law, but also to the culture and tradition of our company. All employees, regardless of their gender, beliefs, sexual orientation, beliefs or nationality, are treated in the same way. Everyone has the right to remuneration adequate to the position held. They also receive the same tasks and responsibilities. Company expects equal commitment from all employees, based on skills and experience, as well as positional responsibility for all activities undertaken as part of professional duties.

Conflict of interest

In contacts between Fructus employees and customers, suppliers, contract carriers or competitors, we avoid situations that could create a conflict between an employee's personal interests and the interests of the company. We comply with the prohibition of deriving material benefits from our suppliers. We do not accept or give material gifts to customers and suppliers. We build long-term relationships with customers, suppliers and contract carriers based on a professional approach and transparent rules of cooperation.

We set the supplier and contractor selection criteria in a way that gives everyone equal opportunities and access to information. When choosing a supplier or sub-carrier, we rely on the advantages and parameters of the service offered and fair competition rules. We also make our choice in the perspective of building a long-term relationship with

a potential supplier.

With the consent of the supervisor, the employee of Fructus sp. z o.o. may work for its client, as long as it does not conflict with the interests of the company and does not have negative consequences for the employee's performance of his duties in the company.

Employee of Fructus sp. z o.o. may not at the same time provide any services to a competitor of the company, even if he would perform these tasks outside of the time of official duties in the company.

Code of ethics violations

Employee is obligated to report any breaches of this Code to immediate supervisor. Management is committed to providing assistance and support to every employee and will investigate any reported case. The Company will carry out explanatory activities. In the event of inappropriate conduct, violating ethical or moral standards, person responsible will be held accountable and will bear disciplinary consequences in accordance with applicable law.

Protecting the interests of the company and its assets.

Work in the company is not used by employees to gain unauthorized personal benefits. We do not derive additional material benefits from position held and the function performed. In our daily commitment, we are guided by the principle of protecting the interests of Fructus sp. z o.o. and increasing the company's profitability, bearing in mind that the above principle cannot be in conflict with the law, the company's organizational culture, its procedures and expectations described in this Code. In case of doubt, we report



problems to our superiors.

Each employee protect company assets and use them as intended. We protect the company's assets and the assets of our clients or other entities transferred to us against damage and theft, as well as other losses resulting, for example, from improper use.