

ANTI-CORRUPTION POLICY

The objective of these ALPHA TECHNOLOGY Anti-corruption policy is to indicate our position on bribery and corruption, and to provide information and guidance on how to identify and deal with bribery and corruption.

These rules shall apply to all employees of ALPHA TECHNOLOGY, regardless of their position and function, and to persons performing services for ALPHA TECHNOLOGY, or on its behalf in any role, for example sales representative, intermediary, agent, distributor, subcontractor.

ALPHA TECHNOLOGY in all areas of its activity is strictly following the principles of honesty and transparency as well as preventing and eliminating corrupt behaviour or behaviour, that may violate the principles of fair business activity.

Our goal is to constantly build a market position, as well as strengthen the image of the company that adheres to the highest standards of business ethics and guarantees its contractors fair and trust-based cooperation.

For the purposes of this Policy, the term indicated below has the following meaning:

"Corrupt behaviour" - an act or omission to act, as well as a promise to do so in order to achieve the intended effect in the form of obtaining any kind undue advantage intended for the benefit of himself or a third party.

We achieve this goal through:

- Developing employees awareness of counteracting corruption behaviour by communicating a clear and unambiguous position of the Management Board and the Managers about the lack of acceptance for corrupt behaviour,
- Continuous improvement of the knowledge of our employees in terms of recognizing and responding to corrupt behaviour,
- Implementation of the Anti-corruption Procedure, which defines the scope of responsibilities and rules of conduct for all employees of ALPHA TECHNOLOGY in order to prevent and work against corruption,
- Taking actions adequate to the rank of the identified corrupt behaviour.

As the Management Board of ALPHA TECHNOLOGY:

- We declare full commitment to the realisation of the objectives of this Policy by implementing an appropriate supporting system executing it's achievement.
- We oblige all employees to implement the objectives of this Policy.
- We provide the necessary resources and means, as well as continuous improvement of the system.

Last modification: Cracow, on 08 January 2024