



## **Our Commitment to Ethics**

We observe high standards of business and personal ethics in the conduct of our duties and responsibilities. We must practice fair dealing, honesty and integrity in every aspect in dealing with other employees, business relations and customers, the public, the business community, shareholders, suppliers, competitors and government authorities.

It is Polarcus requirement to strive to obtain knowledge of and comply with applicable laws and governmental rules and regulations in countries in which we operate. It is the personal responsibility of each employee to adhere to the known standards and restrictions imposed by those laws, rules and regulations, including those relating to accounting and auditing matters, and to internal Polarcus standards as long as these standards are not in conflict with the applicable legislation.

When acting on behalf of Polarcus, directors and employees shall not make use of manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or other unfair dealing practices.

Polarcus prohibits unlawful discrimination against employees, shareholders, directors, customers and suppliers on account of ethnic or national origin, age, sex or religion. Respect for the individual is a cornerstone of the Polarcus organization. All persons shall be treated with dignity and respect and they shall not be unreasonably interfered with in the conduct of their duties and responsibilities.

All employees shall assist to create a work environment free from any discrimination, due to religion, skin color, gender, sexual orientation, age, nationality, race and disability.

We desire fair and open competition in all markets, both nationally and internationally. Under no circumstances shall Polarcus or any of its employees be part of actions that breach applicable competition legislation.

We will take the necessary steps in order to prevent our financial transactions from being used by others to launder money.

No employee of Polarcus shall directly or indirectly offer, promise, give or receive a bribe, an illegal or inappropriate gift or other undue advantages or remuneration in order to achieve business or other personal advantage.

We require all employees to be loyal to the employer and to refrain from actions or to have interests that make it difficult to perform their work objectively and effectively.