

ANTI-CORRUPTION POLICY



Disclaimer

Artweld s.r.o. as honest and socially responsible company undertakes, that all business activities are made in accordance with applicable norms and legal regulations of the Czech Republic including anti-bribery and anti-corruption laws

This anti-corruption policy is **mandatory for all our employees, and also for all other persons or entities which act on behalf or in the interest of ARTWELD s.r.o.** This policy expresses our company's attitude towards bribery, corruption and fraudulent or coercive business practices. **These practices may include: offering a bribe in order to influence tenders, theft or misuse of public property, misuse of confident information, forgery of documents or bills with aim to transfer public to private accounts.**

During our everyday operations, we have zero tolerance for all forms of bribery and corruption, both in the public and private sectors. We always base our business activities on fair procedures, and therefore we follow the following regulations.



Regulations

- **We do not offer nor accept any kind of bribes**
- **We do not offer payments to speed up administrative processes** and other formalities and we don't accept them either
- **We do not offer any kind of material gifts in order to obtain benefits** and we don't accept them either
- **We do not provide financial or other contributions to political parties or movements on behalf of the company**
- **We do not accept nor offer sponsorship to achieve unfair advantages**



Protection of notifiers

Employees of Artweld can report possible frauds or other suspicions of misconducts at the earliest stage without the fear of reprisal. **We assure all notifiers that their complaints will be considered and properly investigated.** However, employees should not misuse this measure to intentionally harm others. Dishonest accusations made with false information will be punished.

Prevention and monitoring

Supervisors and managers are responsible for preventing risks or damages that may result from non-compliance with applicable laws, regulations and internal rules falling within the scope assigned to this function. At the same time, it is their duty to acquaint their subordinates with this policy and to consistently demand that it is observed in all circumstances.