

Annex no. 3 Contractual anti-corruption clause

1. Both parties declare that they shall exert appropriate care in relation to the performance of this contract and will adhere to all legal regulations that are binding for the parties in the area of preventing corruption issued by authorized bodies in the Czech Republic and in the European Union, directly as well as when acting through subsidiaries or closely linked economic entities of the parties.
2. Each party furthermore declares that in relation to the performance of this contract they shall adhere to all internal regulations that are binding for the given party and which govern the standard of ethical behavior, prevention of corruption, related to laws governing transactions, costs and expenses, conflicts of interest, provision and accepting of gifts and anonymous reporting as well as explanation of errors, directly as well as when acting through subsidiaries or closely linked economic entities of the parties.
3. The parties declare that in relation to the conclusion and performance of this contract, neither party and also none of their owners, shareholders, members of the board, directors, employees, subcontractors and no other person acting on their behalf had implemented, proposed, promised, or authorized to make a payment or provide other services/activities which could lead to financial or other enrichment and/or other direct income of any of the following persons:
 - (i) a member of a statutory body, director, employee or representative of the given party or any subsidiary or closely related economic entity of the parties,
 - (ii) a state official, i.e., a natural person that holds a public office as defined in the legal system of the country where the performance of this contract takes place or where the official headquarters of the parties and/or of any subsidiary or closely related entity of the party are located;
 - (iii) a political party, a member of a political party or an applicant for a position in a government office;
 - (iv) a representative or mediator acting as a recipient of payments on behalf of any of the aforementioned persons; and/or
 - (v) any other person or entity - with the aim of securing their influence, positive decision or activities which may lead to any illegal advantage or any other undesirable purpose, if such an activity violates or would violate legal regulations in the area of preventing corruption issued by authorized entities in Poland and in the EU, directly as well as when acting through subsidiaries or closely linked economic entities of the parties.
4. The parties are obliged to immediately inform each other of each case of violation of the provisions of this paragraph. Upon written request from one party, the counterparty will provide information and a response to a justified question of the first party that will pertain to performance of this contract as per the provisions of this paragraph.
5. In order to ensure the due performance of the aforementioned obligation, both parties declare that during the performance of this contract they will ensure that every person acting in good

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faith will have the option to anonymously report problems via an email sent via the Anonymous System for Reporting Unethical Behavior: securityreport@unipetrol.cz.

6. If there is a suspicion that corruption took place in relation or for the purpose of providing performance as per this contract by any representative of the parties, the UNIPETROL group reserves the right to perform an anti-corruption audit at the supplier / contractual party in order to verify whether the supplier / party adheres to the provisions of this paragraph, notably in order to explain all matters related to potential corruption.

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