

SMETA · ANTI-BRIBERY AND ANTI-CORRUPTION

Anti-Bribery and Anti-Corruption Policy.

English translation for information. The Czech version is binding.

STANDARD / AREA

SMETA

VALIDITY

from 24 Feb 2025

ISSUED

24 February 2025

Anti-Bribery and Anti-Corruption Policy of INAPA s.r.o., Company ID 25518755, VAT ID CZ25518755, registered office Průmyslová 223, 674 01 Třebíč, Czech Republic, and anti-corruption statement.

01

Anti-Bribery and Anti-Corruption Policy

- Regardless of where it does business, INAPA s.r.o. is fully committed to complying with all laws relating to the fight against bribery and corruption.
- In accordance with anti-bribery and anti-corruption laws, the company must not offer, promise or provide, directly or indirectly, cash or other things of value¹ to public officials, members of political parties, candidates for political office or third parties with which INAPA s.r.o. has business relations, in order to obtain or retain business or to secure an illegal business advantage.
- Offering or providing cash or other things of value in order to obtain or retain business is strictly prohibited by INAPA s.r.o. and is penalised in accordance with applicable law. Accordingly, all company payments must go through a proper approval process in advance and be approved by authorised persons. Manipulating the company's accounting documents and records in order to report false financial information is strictly prohibited.

- INAPA s.r.o. requires full compliance with anti-bribery and anti-corruption laws that penalise bribery, illegal payments and fraudulent practices. This policy is only an outline of the requirements arising from anti-corruption laws. The anti-corruption laws of individual countries are likely to contain provisions that are not mentioned here and that are stricter than the above requirements. The company's partners are obliged to comply both with local laws and with all other internationally binding legal instruments.

¹ Other things of value include, among others, gifts, personal benefits, hospitality, gift vouchers, tickets, discounts on products or services not normally available to the public, job opportunities for public officials or their relatives, contributions to political parties, financial contributions to third parties, reimbursement of travel expenses, and assumption or forgiveness of debt.

02

Anti-corruption and anti-bribery statement

INAPA s.r.o. does not tolerate bribery in any form.

What does this mean?

Under the laws of the Czech Republic, Europe and elsewhere, it is a crime for a company to offer, pay or promise to pay a bribe or anything of value, directly or through an intermediary, in order to obtain or retain business. “Anything of value” includes both monetary and non-monetary gifts and bribes and may include services and other forms of consideration.

Why does it matter?

Bribery and corruption are illegal, unethical and socially irresponsible activities that can have severe consequences, such as:

- serious damage to the reputation of the company and individuals
- substantial civil and criminal penalties
- loss of significant market opportunities
- market distortion and the perpetuation of improper business practices
- costly and stressful litigation for the company and individuals
- harmful and destructive effects on society and communities

Responsibility for compliance

- The company's General Meeting
- Sales department staff

TŘEBÍČ, 24 FEBRUARY 2025