

## POLICY OF ETHICS

Edition date:  
05.01.2021.  
Re-edition date:  
17.04.2023.

The PowerPak Kft. during the development, production, packaging and sale of household chemical and cosmetic products, is committed to ensuring a high level of customer needs, such as:

- In compliance with ISO 9001 requirements,
- Continuous development,
- Development of workers,
- Increase efficiency,
- Compliance with ethical standards of behavior

The code of ethics is the natural expression of values. A commitment together and the requirement that can be expected from individuals. It is an obligation that the Company and its employees undertake towards their customers, managers and colleagues, but primarily towards ourselves.

Our company is committed to complying with the following ethical standards:

- The Company will not tolerate behaviour that is offensive to good taste and public morals, sexual harassment, violence, threats and psychological abuse, or the consumption or distribution of alcohol or mind-altering substances.
- In all cases, the Company's staff members shall respect the law, other regulations and the professional and ethical rules relating to their activities.
- The Company provides decent and safe working conditions at all its workplaces and sites. In addition to this, staff members are expected to use the workplace in a cultured manner and to maintain and protect its quality.
- All staff members of the Company shall cooperate in creating a working atmosphere that effectively promotes the achievement of common goals.
- The Company does not prohibit its staff from participating in political life, but does not provide support to political parties, candidates or political organisations. The Company expects its employees not to engage in political or religious activities in the workplace, not to post political or religious posters or notices, and not to use the Company's name in a political or religious context. Furthermore, the Company requires employees to refrain from making political or religious statements in the workplace.
- The Company treats all staff equally. The Company respects employees' rights to a safe workplace, access to work-related information and the right to strike. It does not violate human rights.
- The Company ensures the implementation of a non-discriminatory human resources policy and equal opportunities.
- The Company will create a working environment free from any discrimination, such as age,

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- disability, gender, origin, marital status. The Company shall prevent and combat discrimination by all means, except in cases of discrimination which is clearly necessary by reason of the nature or the context of the employment.
- The Company follows and complies with the provisions of the Labor Code when establishing working hours.
  - The remuneration of the Company's employees is based on external market conditions and internal fairness. The Company will establish a system that recognises the intellectual and physical effort that is put in to the work, which results in improved efficiency.
  - The Company expects its staff members not to make untrue statements in their communications and not to mislead others in any way.
  - In their communications, staff members shall act in good faith, constructively and with respect for the expectations of all parties involved.
  - Staff members are expected not to withhold any information that could adversely affect the interests or activities of the Company and to bring it promptly to the attention of their colleagues and management.
  - Disclosure or handover of information classified by the Company as trade secrets or otherwise confidential, in violation of legal requirements or company policy on trade secrets, is prohibited.
  - The Company will treat personal data relating to its employees as confidential and non-public, and will only make it available to third parties with the prior consent of the person concerned or as required by law.
  - Staff members who come into contact with customers are acting in the interest of the Company and will therefore conduct themselves in a manner consistent with the Company's interests and treat customers fairly in the course of their work. Staff members shall at all times behave towards customers in good faith and without prejudice and shall avoid unpleasant, humiliating situations and lecturing styles.
  - Staff members shall treat as confidential any data or information relating to the Company, its services and its customers which they become aware of in the course of their work and shall not disclose it to third parties.
  - Staff members are responsible for complying with environmental rules and achieving environmental objectives. Every staff member has the right and the duty to report immediately to the competent person of the Company any circumstances that may have a negative impact on the environment, health or safety, or to take appropriate action to eliminate it.

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- It is the duty and responsibility of all staff members of the Company to maintain cleanliness in the course of their work, to protect the environment and to contribute to the creation and maintenance of a clean and healthy environment.
- The Company respects and protects human rights as set out in the United Nations Declaration of Human Rights. The Company also bases its activities on the principles of the United Nations Global Compact (UNGC). The Company respects human rights and observes the labour standards of the International Labour Organisation (ILO).
- The Company fully rejects all forms of child labour and refers to the ILO core labour standards and the UNGC principles in defining child labour. When employing young workers, the Company shall comply with all laws and conditions relating to the minimum age of employment under the Labour Code.
- The Company complies with all legal provisions on competition and the prohibition of unfair market practices and restrictions of competition, does not participate in illegal agreements with competitors, does not pass on information without authorisation and does not enter into illegal agreements that restrict competition.
- The Company will at all times comply with anti-corruption rules and will ensure that its staff members do not demand, give or accept any undue advantage. The Company actively combats and refrains from all forms of corruption.

The Company undertakes to act in line with the ethical practices applicable to the Company under this Code of Ethics, but also expects its staff members – after appropriate training – to comply with the rules of conduct set out in the present Code of Ethics.

Budapest, 17.04.2023.

Márkus Zsolt  
managing director