

## BUSINESS ETHICS POLICY

Olaine Chemical Plant BIOLAR has developed a Business Ethics Policy to ensure the Company's sustainable development in the future as an international enterprise. Our board members and employees place a high value on this policy and are committed to studying and disseminating its content throughout the Company.

The Company's goal in the field of business ethics policy is to ensure the activities of the enterprise in a fair and ethical manner, acting in full compliance with regulations, local and national laws, and international standards.

This Business Ethics Policy is based on the following principles:

- Strict compliance with all laws of the Republic of Latvia, international rules and social norms;
- Ensuring fair and transparent competition;
- Compliance with all generally accepted rules of international trade;
- Prohibition of all types of corruption;
- Inadmissibility of all types of discrimination, persecution and violence;
- Protection of personal data, intellectual property and confidential information;
- Prioritizing the security of individuals and society as a whole;
- Respect for the individuality of employees, creating a safe and comfortable working environment;
- Inadmissibility of forced and child labor;
- Ensuring decent remuneration for work;
- Assistance in the development of education and training of employees on an ongoing basis;
- Close cooperation with local government and state organizations;

The Board of  
JSC «Olaine Chemical Plant BIOLAR»