



Code of Conduct and Anti Corruption Policy

Company: OK-JA Sp. z o.o.

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Purpose

This policy sets standards of professional conduct for all OK JA employees and stakeholders.

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Principles

- Act with integrity and honesty in all business activities.
- Avoid conflicts of interest and disclose relevant facts.
- Zero tolerance to bribery and corruption.
- Report unethical behavior immediately through defined channels.

Compliance

- Comply with applicable laws and internal policies.
- Protect confidential information and personal data.
- Treat everyone with respect and without discrimination.



Head of Sales and Business Development

Anar Ahmadli

[Company Stamp]

