

Manager/Employee Protocol

I the undersigned (*Full name*) _____ ID number (*Fill the ID Number*) _____ am confirming that I have read and understood the company's Ethical Guidelines policy and that I will act in good faith following the law with integrity and honesty in all matters according to the national and international laws in the country where I am employed.

Moreover I am declaring that according to the company's Ethical Guidelines Policy any kind shape or form of bribe and corruption is explicitly forbidden and that I will be accountable for my actions.

In the event of recognizing a certain behavior which must not be accepted and which is in contradiction to the company's ethical guidelines I am committed and will report immediately to my manager or to the company's management board.

HR Manager

Manager/Employee