

## PRINCIPLES OF ETHICAL OPERATION

SIA "Automation Engineering" is committed to ensuring its business conduct and the business conduct of those acting on SIA "Automation Engineering" behalf is done with integrity, the highest ethical standard, and in accordance with applicable laws and regulations.

The operation of our company and the actions of our employees are open, we stand for fair competition and ethical business principles in compliance with the laws governing competition. We do not accept any agreement on pricing policies and / or customer allocation.

In the performance of their duties, employees act in the interests of the company's business, not in their personal interests and in the pursuit of personal gain. It is not acceptable for us to offer, promise or provide any other financial benefit or other benefit, such as gifts, entertainment and / or payments, that affects fair competition and is contrary to business ethics. Following the principles of competition, we expect the same treatment from our partners.

The employees of SIA "Automation Engineering" are informed and annually instructed on the compliance of the work to be performed with regulatory enactments and changes in legislation. We stand for high standards of occupational safety, the environment and the health of our employees, which directly affects their job responsibilities. Our employees treat others with respect and non-discrimination.

We provide employment relationships in accordance with applicable employment laws and regulations. We do not support illegal employment, forced labor, including child labor.

Our employees are allowed to get involved in political organizations within their free time and financial resources without the participation of SIA "Automation Engineering". The use of company funds or services to support political organizations and their officials is prohibited.

The company treats the information received responsibly in its relations with employees, customers and business partners in compliance with the information protection regulation. Confidential information or trade secrets shall not be disclosed or passed on to third parties in any way.

SIA "Automation Engineering"  
Member of the Board  
Mr. Dmitrijs Kilups



D. Kilups

"Automation Engineering" SIA



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