

Our commitment to professionalism and transparency

In order to maintain the highest ethical standards and to actively prevent any potential misconduct, the LOTOS Group has adopted a consistent approach to ethics and misconduct management to ensure we operate with due regard to generally accepted social standards. The approach adopted by the LOTOS Group rests on the following two pillars:

- Active operation of the **Ethical Conduct Programme** at the LOTOS Group, addressed and applied in practice to both employees and external parties and constituting the foundation of the organizational and management culture.
- Improvement of business process safety within the organization through **comprehensive management of the misconduct risk** under a misconduct prevention system.

