



# CODE OF CONDUCT

---

Fortis, being a printing house with an established position on the market, cooperating with renowned entities economic activities, adopts this code of conduct, underlining its commitment to conduct operate in a responsible and ethical manner. This Code reflects our commitment to maintaining high ethical, social responsibility and environmental standards while being an expression of our determination to continuously improve and build lasting value for all of our people stakeholders.



# RESOLUTIONS

## RESPONSIBILITY ENVIRONMENTAL

---

The company assumes the obligation to comply environmental regulations, especially within BDO and KOBiZE systems, both internally activities and among its suppliers. Fortis undertakes to counteract environmental pollution and sustainable work on reducing carbon footprint to minimize negative impact on the planet.

## INFORMATION MANAGEMENT AND INTELLECTUAL PROPERTY

---

Fortis attaches great importance to data protection personal and intellectual property, both your own and as well as those entrusted by clients and partners. Implements advanced security systems to ensure confidentiality and integrity of information, and conducts regular audits for identification purposes and risk minimization.

## SOCIALLY ENGAGED

---

The company actively participates in the life of the community local, supporting educational initiatives, ecological and social. Fortis implements programs aimed at promoting a healthy lifestyle, protecting the natural environment and supporting the local environment development.

## ETHICAL AND LEGAL OBLIGATIONS

---

Fortis is committed to more than just compliance all applicable legal provisions, but also to follow the highest ethical standards business. Understanding the importance of fair competition, the company assumes responsibility for acting in a transparent and honest manner all its partners and customers. This commitment also includes stringent ones proceedings regarding the protection of personal data i intellectual property, emphasizing our commitment to safety and privacy in every aspect of our business.

## RELATIONS WITH EMPLOYEES

---

Fortis attaches great importance to building positive and supportive relationships with employees, understanding that they are the foundation of the company's success. It is committed to providing a safe, healthy and motivating work environment where each employee is treated with respect and valued for their unique contributions. The company promotes professional and personal development by offering training, advancement opportunities and a fair remuneration system. Moreover, Fortis engages in dialogue with employees to jointly solve any problems and create a work environment in which everyone can find fulfillment.

## INTERACTIONS WITH CUSTOMERS AND SUPPLIERS

---

Fortis maintains relationships with its supplier customers based on mutual respect, transparency and honesty, striving to build long-term partnerships. The company is committed to strict compliance with ethical principles in business and expects the same from its suppliers, requiring them to comply with applicable standards and regulations, in particular in the field of environmental protection, employee rights and fair competition. Fortis actively works with suppliers to promote sustainable practices and innovation, which translates into greater value for customers and the entire supply chain.

## COUNTERACTING CORRUPTION AND UNFAIR PRACTICES

---

Fortis maintains zero tolerance for corruption, bribery and any form of unfair conduct. It implements strict procedures to prevent such practices and encourages all employees and partners to report any suspicions.

## MONITORING AND CODE ENFORCEMENT

---

The company has systems in place to monitor and enforce the code of conduct, including whistleblowing mechanisms that enable anonymous and secure reporting of potential violations.

## SOCIAL RESPONSIBILITY

---

Fortis is committed to equal treatment of all employees, regardless of their gender, religion or ethnic origin, promoting diversity and inclusion at every level of the organization.

## IMPLEMENTATION AND TRAINING

---

Fortis provides regular training for employees on the code of conduct to ensure that everyone is aware of their responsibilities and the company's ethical principles. Educational initiatives are key to building a culture of integrated responsibility.

### SUMMARY

---

The Fortis Code of Conduct was adopted and implemented in the company with the full acceptance of the management board and employees, which emphasizes the common commitment to follow its rules. The company declares its readiness to immediately address and remove any irregularities, which is an expression of its commitment to maintaining high ethical standards and responsibility in every aspect of its operations.

