

CORRUPTION PREVENTION POLICY IN THE COMPANY POLYCOM ŠKOFJA LOKA D.O.O.

1. Introductory provisions

In accordance with social norms and efforts to prevent bribery, company Polycom Škofja Loka d.o.o. has adopted an "Anti-Corruption Policy."

In accordance with the applicable laws, the company has established zero tolerance for all forms of bribery by any legal and/or natural person.

2. Policy statement

It is prohibited to offer, promise, give, receive or solicit, directly or indirectly, any legally prohibited financial or non-financial benefit.

Any act done with the intent to obtain a bribe, regardless of its form, is prohibited.

It is prohibited to participate in any act of bribery or to allow bribery through a third party such as an agent, consultant, supplier or representative.

It is prohibited to accept any payment that is requested to alleviate or expedite routine administrative procedures.

In the event that there is a possibility of an unnecessary risk to life or limb, the safety of the individual has the highest priority.

3. Risk management

Supervision and maintenance shall be the responsibility of an authorized person appointed by the Director, who shall take appropriate measures to implement this policy, including training employees and responding to internal questions regarding compliance with anti-corruption rules.

The Company shall, in accordance with the Policy, provide regular anti-bribery training to its board members and employees in relation to this policy.

The company's anti-corruption policy is available to all employees via the DMS system, as well as on the company's website.

4. Recording, storage and verification

The company must keep accurate accounting records as well as keep adequate records of relevant material for all transactions.

The Company carries out accounting audits of its operations and compliance with this policy and related regulations.

5. Reporting irregularities

The company Polycom Škofja Loka d.o.o. has procedures in place for internal reporting of irregularities, in accordance with the "Regulations on the Internal Procedure for Reporting Violators".

6. Policy status

This anti-corruption policy complements the company's Code of Ethics and the Rules on the Internal Procedure for Reporting Violators.

Through the implementation of the Policy, we pursue a successful operation of the company, which is stable in the long term.

This policy becomes effective on the date of signature and publication.

Director:
Iztok Stanonik