



9000 България, гр. Варна, бул. Владислав Варненчик 9 ет. 2 ап. офис шоу-рум  
9000 Bulgaria, Varna, 9 Vladislav Varnenchik Blv., fl. 2, office-showroom

Company Registration № (ЕИК): 206032947  
VAT Number: BG206032947

Web page: [www.temperi-logistics.com](http://www.temperi-logistics.com)  
E-mail: [temperilogistics.bg@gmail.com](mailto:temperilogistics.bg@gmail.com)

## **BUSINESS ETHICS POLICY**

### GOAL AND SCOPE

The goal of this document is to educate all employees of the organization about the importance of business ethics and the Company's commitment to ensuring the same. Business ethics also apply to all subsidiaries and representative offices of Temperi Logistics Ltd.

### WHAT IS ETHICS?

Wikipedia defines "Business Ethics" as "the field of ethics that examines moral controversies relating to the social responsibilities of business practices, in any economic system." It looks at various business activities and asks, "Is this ethically right or wrong?" As a company and organization, this is what concerns us the most.

### WHY ETHICS?

It is essential that we understand how we, as individuals and as employees of this company, should act towards one another, our customers and anyone we deal with during the course of our professional day. In essence, ethics is all about what kind of people we are and what values guide us in our daily activities, and how these values guide us in the way we make decisions as we conduct the business of the company.

### COMMITMENT AND RESPONSIBILITY

Temperi Logistics Ltd is committed to ensuring that all its international activities are conducted under all applicable legal and regulatory requirements and the highest standards of ethical business conduct.

### BUSINESS ETHICS

Our Business Ethics represents the way in which we interact and deal with all types of customers and suppliers. The corporate conduct of Temperi Logistics Ltd is based on acting responsibly, honestly and with integrity at all times, and Temperi Logistics Ltd employees are required to work in the best interests of the Company.

### COMPLIANCE WITH LAWS, RULES AND REGULATIONS

In conducting day-to-day business activities, all employees are to follow and observe the local laws, rules and regulations of the country they operate in.

### CONFIDENTIAL INFORMATION

Company information (be it e-mails, letters, manuals, agreements, contracts, etc.) is just that: It is the information of the Company and not to be shared with anyone outside the Company or even within the Company if there is no business reason for it.

### KYC and OTHER RULES

Temperi Logistics Ltd. has a clear and informed position on all potential partners.

The company applies its own regulations for checking all potential counterparties by independently collecting information to identify possible potentially suspicious activities, and also has questionnaires that are mandatory at the initial stage of familiarization with a future partner. An example of the questionnaire can be found on the official website <https://temperi-logistics.com/ua/temperi-logistics-ltd/>. If any potentially suspicious activities of our counterparties are detected, we apply the rules for termination of cooperation and notification of the relevant authorities of violations by the company.

The company has no relations with politically exposed persons, their family members or other close associates. The company has officially signed declarations and letters of explanation regarding the termination of cooperation with the aggressor country, the Russian Federation, and the Republic of Belarus. The goods and services provided by the company are not supplied (shipped/provided) directly or through third parties to companies and individuals that are registered or carry out actual business activities in the territory of the Russian Federation and the Republic of Belarus, the temporarily occupied territory of Ukraine or in the settlements of Ukraine in Donetsk and Luhansk regions, the Autonomous Republic of Crimea and Kherson region, where the state authorities of Ukraine temporarily do not exercise their powers.

### COMPANY RESOURCES

The resources provided by the Company are there to assist employees in performing their day to day responsibilities efficiently and productively.

### DISCRIMINATION

Discrimination, be it stated, implied or otherwise, of any sort and not limited to race or gender is NOT condoned or allowed in any form or fashion. Temperi Logistics Ltd is committed to offering equal opportunities to all people without discrimination irrespective to race, sex, nationality, ethnic or national origin, language, age (except minors), marital status, sexual orientation, religion or disability. and Temperi Logistics Ltd is equally committed ensuring a safe working environment for its employees free of any harassment.

### ANTI-BRIBERY AND CORRUPTION

It is our policy to comply with all applicable anti-bribery laws and all applicable laws of countries where and Temperi Logistics Ltd operates, and to reflect all transactions on and Temperi Logistics Ltd books and records accurately. It is also Temperi Logistics' Ltd policy to require agents, consultants and business partners who work on behalf of and Temperi Logistics Ltd to comply with these same laws and practices.

### TEMPERI LOGISTICS' LTD PROHIBITION

Offering, giving, solicitation or the acceptance of any bribe, whether cash or other inducement, to or from any person or company, wherever they are situated and whether they are a public official or body or private person or company, by any individual employee, agent or other person or body acting on the and Temperi Logistics Ltd behalf, in order to gain any commercial, contractual or regulatory advantage for and Temperi Logistics Ltd in a way which is unethical or in order to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual, is strictly prohibited.

### DETECTION AND NONCOMPLIANCE REPORTING

Adherence to Temperi Logistics Ltd. Compliance policies and values is the responsibility of everyone acting on behalf of Temperi Logistics Ltd. Therefore, all employees/suppliers are responsible for timely reporting on possible violations of Temperi Logistics' Ltd policies. It is imperative to detect and report problems while in the initial stages, as it will help to avoid severe damage, fines, penalties and loss of confidence in Temperi Logistics Ltd.

HONESTY

All transactions involving the company must be carried out in accordance with the rules of the company and applicable law. If an employee is faced with a dilemma of any kind and needs clarification, guidance or assistance, the employee can contact the owner of the company's capital directly.

Borys Levit  
Company capital owner

