



EMP 707 FAIR BUSINESS AND COMPETITION POLICY

1. Purpose and Scope

The purpose of this Fair Business and Competition Policy (hereinafter – the Policy) is to establish the core principles of EMP 707 for conducting fair, transparent, and responsible business, in compliance with competition law, anti-corruption requirements, and professional ethics standards.

The Policy is binding on all EMP 707 employees and management, and, where applicable, also applies to cooperation partners and subcontractors involved in project implementation on behalf of the company.

2. Principles of Fair Competition

EMP 707 adheres to fair competition principles in all areas of its operations and undertakes to:

- refrain from actions that could restrict, distort, or artificially influence competition.
- not engage in prohibited agreements, price-fixing, or market-sharing practices.
- compete based on professional competence, quality of work, experience, and the value of proposed solutions.

The company complies with the competition laws of the European Union, the Republic of Latvia, and other jurisdictions where it operates.

3. Zero Tolerance for Corruption

EMP 707 applies to a zero-tolerance policy towards corruption, bribery, and the solicitation or acceptance of undue advantages in any form.

Employees are strictly prohibited from:

- requesting or accepting any benefits that could influence decision-making.
- offering unlawful advantages to clients, public officials, or business partners.
- using their position for personal gain.

4. Prevention of Conflict of Interest

Employees of EMP 707 must avoid situations where personal interests may conflict with the interests of the company.

Any potential conflict of interest must be promptly disclosed to a direct supervisor or company management to ensure an objective and transparent evaluation.

5. Fair Cooperation with Clients and Partners

EMP 707 builds cooperation with clients, partners, and suppliers based on:

- transparent communication.
- good faith fulfillment of contractual obligations.
- equal treatment of partners.
- professional and ethical conduct in procurement and negotiation processes.

6. Subcontractors and Third Parties

The company expects subcontractors and other partners to adhere to similar standards of fair business practices and ethics.

Where necessary, EMP 707 reserves the right to:

- inform partners about the principles of this Policy.
- assess compliance with the Policy.
- terminate cooperation in cases of significant violations.

7. Reporting Violations

EMP 707 promotes an open and ethical business culture, encouraging employees to report potential violations of this Policy or any unethical conduct.

Reporting is ensured:

- without retaliation or discrimination.
- with respect for confidentiality.
- through fair and objective assessment of the situation.

8. Compliance and Responsibility

Compliance with this Policy is the responsibility of every employee. Violations may be assessed in accordance with internal procedures, and disciplinary measures may be applied in line with applicable laws and regulations.

9. Policy Review

This Policy is regularly reviewed and updated, taking into account:

- changes in legal regulations.
- development of the company's operations.
- industry best practices.

10. Public Availability

The Fair Business and Competition Policy is publicly available on the EMP 707 website and accessible to all interested parties.