THE FRAUD PREVENTION POLICY
IN THE “NAUTA” SHIP REPAIR YARD S.A.

The Board of Management of “Nauta” Ship Repair Yard S.A. is fully aware of the responsibility for establishing work environment free from any form of abuse, detecting and preventing fraud and minimisation of their negative effects, establishes the Policy in accordance with effective external regulations:

➢ Each employee is obliged to keep strictly to the external and internal legal requirements;
➢ Duty of every employee is to proceed in accordance with professional ethics and preventing any abuses which may have financial, material or immaterial nature;
➢ Every Manager of the organisational unit, as the person who is having influence on the forming desired ethical culture, should be peculiarly sensitized and vigilant towards all signs of the irregularities, appearing of untypical events and breaking adopted rules of conduct in the area for which has a responsibility;
➢ Every employee has an obligation to report an abuse occurred, directly or via superior, and in the justified cases, all suspicions concerning abuse occurred committed both by the management, as well as employees or external suppliers or other related parties connected with “NAUTA” Ship Repair Yard S.A.
➢ Reporting of information having an abuse character, can be handed over in the anonymous way, and workers who are reporting it in a good faith, are being protected from all forms of retaliatory actions. Safe and effective advising about abuse cases, also may take place through one of following channels:
   • a phone call or a message record on the phone number: 58 621 22 70
   • sending a message to the address: nadzycia@nauta.pl
   • sending a letter to the address: S.R. "Nauta", ul Czechosłowacka 3, 81-336 Gdynia
➢ In case of confirmed abuse, the Board of Management has a duty to take an appropriate disciplinary actions as well as to prevent from occurring of similar cases in the future.

The responsibility for the structure of workplace free from any signs of abuse, the detection and the prevention of abuse and the minimization of their adverse effects lies on the Shipyard's Board of Management and on every Shipyard's Manager of the organisational unit side.

Gdynia, August 2017

Shipyard Management

Wiceprezes Zarządu
Jerzy Konieczny

Wiceprezes Zarządu
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