

**RĪGAS DZEMDĪBU NAMS Ltd.**  
**ANTI-BRIBERY AND ANTI-CORRUPTION POLICIES**  
**COMMUNICATION TO THIRD PARTIES**

Rīgas Dzemdību nams Ltd. (hereinafter – the Capital Company) carries out its business activity in a fair and transparent manner, while consistently following the principles of professionalism and business ethics. It only establishes and pursues business relationships with Third Parties who adhere to the same values of professional ethics and reputation as the Capital Company.

The term “Third Parties” refers to business partners, representatives, distributors, suppliers, advisers, vendors and all other third parties who have entered into an agreement with the Capital Company, or act on behalf or in the interests of the Capital Company on other legal grounds.

The Third Parties must adhere to the requirements outlined below and all applicable anti-bribery and anti-corruption legislation and the terms defined in the policies of the Capital Company. You may consult the policies of the Capital Company (Anti-Bribery Policy, Policy on the Prevention of Conflict of Interest and Corruption; hereinafter – the Policies), as well as other regulations in force, on the site [www.rdn.lv/par-mums](http://www.rdn.lv/par-mums).

As part of its commitment to ethical entrepreneurship, the Capital Company has adopted a zero-tolerance approach to bribery and corruption in all of its areas of activity.

The Capital Company expects that all Third Parties that transact business with the Capital Company address bribery and corruption issues according to the principles outlined in this Policy. The Capital Company requires that all Third Parties collaborate and ensure compliance with the standards that we have defined. Cooperation with Third Parties who do not comply with these requirements may be terminated.

The term “bribery” refers to a direct or indirect offering, promising, giving, accepting or demanding of an undeserved advantage of any value (whether financial or not) in violation of the applicable legislation, which serves as an incentive or a reward for a person’s action or inaction in relation to the performance of the duties of this person, irrespectively of where such bribery takes place.

A “bribe” is a payment, reward or benefit which is offered, promised or given to any person to acquire any material, contractual or personal benefit.

A bribe can be money or a cash-equivalent asset, such as a gift card, or any other valuable item: a gift, internal information, corporate hospitality or entertainment, employment offer to a relative, payment or reimbursement of travel expenses, or a charity donation. Bribery can occur directly or through a Third Party.

The Parties certify that its employees do not participate in decision-making in situations of

conflict of interest and, furthermore, that its employees or their relatives have no significant personal interests and that they do not directly or indirectly participate in the commercial activity of the Capital Company. If conflict of interests occurs during the validity period of this Agreement, the Parties have the responsibility to inform the Company thereof, and to perform the activities outlined in the legislative framework in order to prevent this conflict of interest.

If the Parties identify any factors which point to unlawful conduct or a possible violation, such cases must be documented, investigated and addressed according to the procedures set out in the legislative framework.

The Parties undertake to inform the employees, subcontractors and other relevant parties about the requirements outlined in this Communication About Anti-Bribery and Anti-Corruption Policies through appropriate training, dissemination of the information included in the Policies, and other channels of communication.

The Parties undertake to ensure that its employees and other involved Parties will comply with the requirements and principles included herein and will address all issues that may derive from the fulfilment of these requirements and principles.

The Parties certify that they will immediately report any potential violations, allegations and/or concerns related to potential violations in the scopes of activity outlined herein.

The Third Parties certify that they have evaluated their business partners in accordance with the requirements outlined in the guidelines of the State Revenue Service, and have thoroughly investigated their customers and evaluated the associated risk of legalisation of crime proceeds, the risk of financing of terrorism, and, furthermore, the risk of non-compliance with and evasion of penalties.

By signing an agreement with the Capital Company, the Third Party certifies that it has become acquainted with the core principles outlined in the Communications and confirms its compliance with these principles, as well as its commitment to continue to comply with these core principles, by ensuring that all of its employees, the subcontractors who must ensure the performance of the agreement, and other involved persons comply with the aforementioned principles.