



## Results Of The Year

Fix Price continued to develop its compliance function in 2022. We improved access to the anti-corruption hotline, so all stakeholders can easily use it via the corporate website.



Ethics and corruption hotline: [fix-price.com](https://fix-price.com)

In 2022, we surveyed 11.5 thous. employees on ethics and compliance issues. During the survey, we reminded them that there are channels available for submitting complaints and that we continue to abide by the current Business Ethics Policy. The survey results revealed opportunities for further improvement.

In 2022, we launched a mandatory training programme for office employees, which included modules on anti-corruption and business ethics.

The Company updated its Business Ethics Policy (Code of Conduct) to fully align it with our mission, values and principles of doing business.

We conducted a course “Rules of Business Conduct” for store employees on the FP School platform, where we elaborated on ethical business communication with customers and colleagues.

In 2022, the number of complaints about corruption increased due to expanded coverage of the Ethics and Compliance Committee activities and due to the set up of the hotline. The number of complaints grew from the side of employees, contractors and customers.

The geography of complaints also expanded among the Russian Federation regions, in Belarus and Kazakhstan. We investigate all complaints, and if violations are confirmed, we enforce disciplinary measures against those persons who were found at fault. To prevent similar incidents in the future, we fine-tune internal control processes and update the rules and procedures.

## Information Disclosure

The following documents are published on the official website of the Company:

- Memorandum and Articles of Association of Fix Price Group PLC;
- internal policies;
- other required information.

In 2021, the Company launched its corporate website which provides a regularly updated investor calendar, a press releases page, dividend history, key performance indicators, contact details and other useful information.



In addition, the Company discloses information on the [LSE Company's page](#) and via the [Interfax disclosure server](#)



**WE SURVEYED  
~11,500  
EMPLOYEES  
ON ETHICS  
AND COMPLIANCE  
ISSUES IN 2022**