

Our company places great importance on a respectful and professional work environment. We expect all employees, including executives, to adhere to the following standards of behaviour:

- 1. Respect and Fairness:**
We treat each other with respect, dignity, and fairness. Discrimination, harassment, bullying, or any form of inappropriate behaviour are unacceptable and will not be tolerated.
- 2. Diversity and Inclusion:**
We value and promote the diversity of our employees. Everyone is treated equally and has equal opportunities for development regardless of gender, race, ethnic origin, religion, sexual orientation, disability, or other characteristics.
- 3. Confidentiality and Data Privacy:**
We respect the confidentiality of company information, customer data, and employee data. Every employee is obligated to handle this information confidentially and not disclose it without authorization.
- 4. Integrity and Ethical Behaviour:**
We always act ethically and with integrity. This includes refraining from fraudulent, dishonest, or unfair practices. Conflicts of interest must be openly and transparently communicated.
- 5. Work Environment and Safety:**
We strive for a safe and healthy work environment. Compliance with safety policies, risk avoidance, and adherence to health and safety regulations are mandatory for all employees.
- 6. Collaboration and Teamwork:**
We promote a culture of collaboration and teamwork. Team members should support each other, treat each other with respect and work together effectively to achieve common goals.
- 7. Compliance with Laws and Regulations:**
We comply with all applicable laws and regulations at both the national and local levels. Violations of these laws and regulations will not be tolerated.
- 8. Communication and Transparency:**
We encourage open and honest communication. Information is shared transparently, and employees are encouraged to express concerns, suggestions or improvement ideas.
- 9. Social Responsibility:**
We take our social responsibility seriously and strive to make a positive contribution to our community. We encourage our employees to engage in social and charitable activities.

10. **Compliance with the Code of Conduct:**

All employees are required to comply with this Code of Conduct. Violations will be thoroughly investigated and may result in disciplinary action, including termination of employment.

This Code of Conduct is the basis for our work environment and corporate culture. Every employee is encouraged to adhere to these standards and contribute to a positive and respectful work environment.