

CODE OF ETHICS

Our Commitment

Our company conducts business according to internationally recognised ethical standards and responsible business principles. We believe that long-term success depends on integrity, accountability, respect for people, and sustainable development.

As global challenges continue to evolve, including climate change, social inequality, and the growing need for clean and reliable energy, we are committed to contributing positively through responsible actions and sustainable solutions. Protecting human rights, promoting fairness, and encouraging equal opportunities are central to the way we operate and interact with others.

We expect these principles to guide not only our employees, but also our suppliers, business partners, shareholders, and customers.

Core Values

- Respect every individual with dignity and fairness
- Act honestly and ethically in all business activities
- Operate transparently and responsibly
- Comply fully with all applicable laws and regulations
- Demonstrate professionalism, accountability, and competence
- Encourage collaboration, inclusion, and teamwork
- Support environmental responsibility and sustainable growth

Respect and Human Rights

We are committed to maintaining a workplace where every person is treated with courtesy, fairness, and consideration. Diversity, inclusion, and mutual respect are essential elements of our company culture and are viewed as strengths that contribute to innovation and progress.

Discrimination, harassment, intimidation, or unfair treatment of any kind are not tolerated, including conduct based on race, nationality, gender, religion, disability, age, political opinion, sexual orientation, or gender identity.

Our company recognises and supports the principles established by the Universal Declaration of Human Rights and applicable international standards. We actively work to identify and reduce human rights risks throughout our operations and supply chain, while encouraging suppliers and partners to apply equivalent standards within their own organisations.

We also respect the privacy, personal space, and opinions of others, promoting an environment built on trust and professionalism.

Integrity, Transparency and Fair Conduct

Integrity is essential in every aspect of our business. We conduct our activities honestly, fairly, and responsibly, ensuring that all decisions and actions are aligned with our ethical principles and company policies.

We communicate clearly and accurately with all stakeholders and avoid misleading or incomplete information. Our reputation and competitiveness are built on the quality, reliability, and transparency of our products and services.

Whenever our actions affect others, we aim to act objectively and ethically, always considering the broader impact of our decisions.

Responsibility Toward Customers

We are dedicated to building relationships with customers based on trust, transparency, and reliability.

Customers are provided with accurate and complete information so they can make informed decisions. We ensure that our products and services consistently meet the standards and descriptions communicated to them.

Throughout every stage of the business relationship, we remain attentive to customer needs and committed to delivering timely, professional, and effective support.

Responsibility Toward Suppliers and Business Partners

We expect all suppliers, contractors, and partners to conduct business responsibly and in full compliance with applicable laws and international standards.

Our partners are expected to respect human rights, environmental protection requirements, labour regulations, and ethical business practices. We continuously monitor relationships and operational processes to identify and mitigate environmental, social, and compliance risks.

We strongly oppose corruption, exploitation, illegal labour practices, and any association with unlawful organisations or activities.

Accountability and Professional Excellence

Each individual within the company is expected to perform their responsibilities with diligence, competence, and professionalism.

We encourage continuous learning, personal development, and a strong sense of accountability for the quality and timeliness of our work. Negligence, unnecessary delays, or incomplete performance can negatively impact colleagues, customers, and business operations.

Taking responsibility for one's actions and maintaining high professional standards are fundamental to our success.

Teamwork and Collaboration

We believe that cooperation and mutual support are essential to achieving shared goals.

Employees are encouraged to contribute their knowledge, exchange ideas, and support one another in a constructive and respectful manner. Seeking guidance, learning from colleagues, and embracing different perspectives strengthen both individual and organisational growth.

Teamwork is not only encouraged, but considered a key element of an effective and positive working environment.

Compliance, Confidentiality and Data Protection

We operate in full compliance with all applicable laws, regulations, and internal policies in every jurisdiction where we conduct business.

Protecting confidential information and personal data is a priority. Sensitive information relating to employees, customers, suppliers, shareholders, and business partners must only be accessed and used by authorised individuals and handled responsibly at all times.

We maintain strong cybersecurity and confidentiality practices to safeguard information and prevent unauthorised access, misuse, fraud, corruption, bribery, or other unlawful conduct.

We also maintain open and cooperative relationships with public authorities and regulatory institutions at local, national, and international levels.

Sustainability and Environmental Responsibility

We recognise the importance of protecting the environment and contributing to a more sustainable future.

Our company is committed to supporting the transition toward cleaner energy solutions, reducing greenhouse gas emissions, and minimising the environmental impact of our operations and value chain.

We work collaboratively with customers, suppliers, and partners to promote sustainable business practices, efficient resource management, waste reduction, and circular economy principles.

By encouraging responsible consumption, reducing reliance on virgin materials, and supporting low-carbon initiatives, we aim to create long-term value for society while preserving natural resources for future generations.

Our objective is to contribute to healthier communities, cleaner ecosystems, and a more resilient planet.

Final Commitment

We believe that ethical business conduct requires long-term thinking and responsible action. Our commitment is to help build a future where economic growth, environmental responsibility, and human well-being can coexist in balance.

Through our daily actions and decisions, we strive to contribute positively to society and leave a sustainable legacy for future generations.