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## **CODE OF ETHICS METCHEM Sp. z o.o.**

The Code of Ethics represents our standard of conduct towards our Colleagues, Subordinates and Superiors, Customers, Suppliers and the Local Community (all hereinafter referred to as Partners), both in business, business-related and private relations.

### **1. Compliance with law and regulations**

We comply with all applicable laws and regulations, and operate in accordance with internal procedures and both Polish and international ethical standards.

### **2. Honesty and integrity**

We are committed to conducting our business in accordance with the highest standards of honesty and integrity. We do not participate in unethical or illegal activities that could harm us our Partners.

### **3. Transparency**

We operate transparently and honestly. We do not conceal information from our Partners. We provide it in a reliable, complete and understandable manner. We avoid all forms of fraud and manipulation.

### **4. Customer care**

Our priority is the satisfaction and contentment of our Customers. We take care of their needs and interests by providing them with the highest quality products and services.

### **5. Employee health and safety**

We ensure healthy and safe working conditions for our Employees and take care of their well-being. We regularly conduct training on occupational health and safety. Any health and safety risks are immediately identified and eliminated.

### **6. Equality and diversity**

We value diversity and promote equality in the workplace. We do not tolerate any form of discrimination or inequality. We promote equal opportunities and treating all Partners with respect and dignity. We do not tolerate discrimination based on gender, race, social status, ethnic origin, sexual orientation, political affiliation, age or marital status. We guarantee freedom of opinion and freedom of belief and expression. We do not accept any form of violence.

#### 7. Conflict of interest

We avoid situations where conflicts of interest may arise between personal interests and the interests of the Company. The professional actions of our Employees must always be undertaken in the best interests of the Company.

#### 8. Sustainable development

We are committed to caring for the natural environment. We engage in activities aimed at sustainable development and minimizing the impact of our activities on the natural environment. In our activities, we promote ecological solutions and technologies.

#### 9. Social responsibility

We actively participate in social and charitable activities, supporting initiatives and projects that benefit the local community and the public good.

#### 10. Continuous improvement

We strive for continuous improvement in our business and ethical practices by learning from mistakes and adapting to changing market conditions. We promote a culture of innovation and encourage Employees to seek out new and better solutions.

Code of ethics is a guide for our us and we are proud of our commitment to maintaining the highest ethical standards. We commit to complying with it in all aspects of our business. The above values and principles are the basis for building long-term, positive relationships with our Partners.

Wadowice, 30.07.2024

**On behalf of the Employees of METCHEM Sp. z o.o.**

CEO

Maciej Grabowski