

## **ETHICAL POLICY**

**Our company has adopted the principle of exhibiting unethical business practices, bribery and anti-corruption in its work and is committed to applying the basic terms and conditions of the ethical trade initiative.**

**Universal ethical code of conduct complied with in our company**

- **The entire workforce is freely chosen**
- **Working conditions are safe and hygienic**
  - **Child labor is not employed.**
- **Wages are fair and comparable to industry standards and will always exceed the minimum wage.**
- **No deductions from wages will be allowed as a disciplinary measure.**
  - **Working hours are not excessive (within legal limits).**
  - **No discrimination is practiced.**
- **Regular and permanent employment is provided by contract for those who are employed.**
- **Harsh, cruel or degrading treatment or practices are never allowed.**
  - **No bribery, corruption, blackmail or bullying is allowed.**
- **Suppliers and buyers are free to work with other businesses, both in their sales and purchases.**
  - **No restrictions are allowed to guarantee work.**

**And we ask our suppliers to confirm that their suppliers are built on these ethical criteria as well.**

**This is how we created our policy statement to give our clients solid assurance that the services they receive from us are ethical in design, management and implementation.**

**We are committed to ensuring that our suppliers operating in service and production comply with the ethical code principles by 85% by 2030.**

**We present it to all interested parties**

**05.02.2020**

**GENERAL MANAGER**