

ETHICAL POLICY

The purpose of this Policy is to promote honesty, ethical behavior, and fair relationships in the Company and its interactions with the outside world.

Compliance with existing laws and regulations is standard for ethical behavior expected from our employees. Employees are expected to always have knowledge of this Policy and to act and work within its limits. Each employee is expected to make good decisions in order to comply with Company laws and existing legislation, and to be commonsense and to seek advice from department managers about where they are not sure. Any breach of this policy may result in legal action, including dismissal.

In addition, the following policies / principles are part of this policy.

• **Anti-Corruption**

Employees shall not offer, undertake or commit to bribery of any foreign, local and local means and / or public authority or to demand, accept or accept bribery of any foreign, local government and / or public official, or in other words fight corruption and bribery. will not violate existing laws. Bribery is to give or offer to the management and / or public official to influence the appraisal decision of something of any value (including, but not limited to, cash, gifts, food, entertainment, employment, business product, and employment proposals).

• **Books and Records**

Correct information is very important to fulfill the legal and regulatory obligations of the company. All employees must record all information accurately and honestly. All Company Records must be provided in accordance with current legislation standards.

• **Competition**

The Company strives to follow the high standards of competition law, avoiding competition-prone and fair competition.

• **Privacy**

The Company and its employees shall take adequate steps to ensure that the Company and / or third parties (including their customers, process licensees, service providers, and suppliers) have the proprietary and / or confidentiality of the information provided to them. Such information should only be disclosed under the existing agreement or laws.

• **Employment**

The Company undertakes to treat all employees and applicants irrespective of their race, color, national identity, gender, age, marital status, barriers or legally protected characteristics. The company believes that providing a healthy, safe, secure, challenging and opportunity-giving work environment enhances, employee development and productivity. The Company does not tolerate any behavior that disturbs, disturbs or annoys other people's ability to do so.

The Company respects the fundamental values such as the right to organize due to existing laws and contractual agreements, union membership and contracting to society. The company follows all existing laws for employee welfare, including those related to health and safety, working hours, service charge and disciplinary activities. The company never provides child labor or forced labor.

- **Health and Safety**

The company undertakes to provide a healthy and safe working environment for all affected persons, customers, subcontractors, business partners and operations.

- **Conflict of interests**

Employees should refrain from any activity or situation where personal interests are seen to be damaging or harming the best interests of the company.

- **Gifts**

The use of the Company's assets and funds to provide gifts, donations or other benefits to persons, subcontractors, customers and / or other persons who do business with the Company, or other business persons, is prohibited, except as permitted by applicable law, and in cases where it is customary and acceptable.

Employees shall not provide gifts, donations or benefits to subcontractors, customers and / or other persons who are conducting business with the Company or other persons, except where it is customary and acceptable under the conditions permitted by applicable law.

- **Subcontractor Supply Chain**

All subcontractors and supply chain partners are expected to act in accordance with the material and material provisions of this policy.

The Company reserves the right to change, amend or terminate this policy at any time.

GENERAL MANAGER

