

# MILLTEC POZNAN

SP. Z O.O.

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## CODE OF ETHICS OF MILLTEC POZNAŃ SP. Z O.O.

### 1. Equitability and Transparency

We operate with the highest standards of integrity and transparency in every aspect of our business.

We are equitable and reliable both towards our contractors, business partners, and towards our employees.

### 2. Respect and Dignity

We treat all employees, customers and partners with respect, caring for their personal dignity.

We promote a work culture free from discrimination, mobbing and all forms of harassment. Regardless of gender, religion, age or professional competence, each employee is treated fairly and equitably.

In particular, supervisors are obliged to promote respect, honesty and lack of aggression among employees.

We engage employees in decision-making processes and care for their professional development.

We promote open communication and collaboration at all levels of the organization.

### 3. Social and Ecological Responsibility

We care about sustainable development and minimize the negative impact of our activities on ecosystems.

We are supportive of pro-ecological innovations.

### 4. Quality and Innovation

We strive to offer the highest quality products and services, delivering honest work for our customers.

We invest in innovation and technological development to be a leader in our industry, while maintaining our commitment to employee well-being and environmental protection.

### 5. Confidentiality and Data Protection

We protect the personal data and confidential information of our customers, business partners and employees.

We comply with regulations regarding personal data protection and ensure information security.



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## 6. Ethics in Business Relations

We conduct our business in accordance with the principles of fair competition and business ethics.

We avoid conflicts of interest and do not accept or offer bribes.

We provide our contractors with honest and accurate information. We do not conceal information that is important to the client and could affect cooperation or product quality.

We expect our suppliers and business partners to share these values.

## 7. Health and Safety

Our priority is the health and safety of our employees and all those associated with our company.

We provide appropriate working conditions in accordance with health and safety regulations. We immediately implement initiatives aimed at improving safety and comfort in the workplace.

## 8. Education and Training

We invest in developing the knowledge and skills of our employees through regular training and educational programs. We support the educational initiatives of each employee.

## 9. Responding to Inappropriate Behavior

We encourage you to reporting any instances of inappropriate conduct, violations of the Code of Ethics, or other irregularities.

We guarantee anonymity and no repercussions for individuals reporting problems.