

Code of Conduct

Introduction.

Our company operates in the metals industry with an international presence and aims to be a reliable partner in every market. This Code of Conduct establishes the principles that guide our operation, as well as our requirements for all our partners and suppliers. It is not just an internal policy; it is our commitment to society, our employees, our customers and the communities where we operate.

The Code recognizes that we operate in a global environment, which is characterized by cultural, social and religious differences. Our approach is to respect these particularities, while maintaining a firm commitment to globally accepted values, such as human rights, sustainable development and transparency. In this way, we can be reliable suppliers in Europe, India, Muslim countries and in every other market where we participate.

Vision & Mission.

Our vision is to combine business growth with a positive impact on society and the environment. As a metals company, our activity is inextricably linked to industrial progress, energy transition and green growth. We believe in the circular economy: metals are not just raw materials, but resources that can be recycled and reused, reducing energy and natural resource consumption.

Our mission is to operate responsibly, implement innovative practices and provide products that meet the highest quality standards. In every market we operate in, we adapt to local needs while maintaining our unwavering commitment to universal values: in Europe, we comply with strict ESG standards and the European Green Deal; in India, we pursue partnerships that enhance social development and technological advancement; in Muslim countries, we respect religious and cultural traditions, ensuring that our activities are consistent with local sensitivities.



Fundamental Principles.

Integrity & Transparency.

Integrity is the cornerstone of our business. We are committed to full compliance with applicable laws and international anti-corruption standards, such as the UK Bribery Act and the US Foreign Corrupt Practices Act (FCPA). Bribery, secret payments and unfair practices are strictly prohibited. Transparency in our transactions is key to long-term relationships of trust with our partners and customers.

Safety & Health.

Protecting the health and safety of our employees, partners and local communities is a top priority. We operate in accordance with the ISO 45001 standard, implement continuous training and prevention programs, and maintain robust emergency response plans. In each country where we operate, we take into account the specific local conditions: from heat stress prevention in high temperature areas to strict European occupational safety standards.

Respect for the Environment.

The metals industry has an unavoidable environmental footprint. That is why we are committed to operating according to the highest standards of environmental management, in accordance with ISO 14001:2015, and to linking our practices to the UN Sustainable Development Goals (UN SDGs). We emphasize emission reduction, responsible waste management and metal recycling. Our participation in the fight against climate change is not a theoretical commitment, but a daily practice.

Human Rights.

Our company supports the principles of the UN Declaration of Human Rights and the ILO Core Conventions. We are opposed to any form of forced labor, slavery or trafficking. We seek to create a work environment that promotes dignity, fair treatment and respect for diversity. In each market, we adapt to local social sensitivities, while remaining true to the universal values of equality and respect.





Continuous Improvement.

Our industry is evolving rapidly. We are committed to continuous investment in research and innovation, the adoption of new technologies and the improvement of our internal processes. We benchmark with international industry leaders, while regularly reviewing our policies to respond to market developments and societal needs.

Collaboration & Trust.

Our relationships with customers, suppliers and local communities are based on open dialogue and honesty. Our goal is to build long-term partnerships, where benefits are shared fairly and enhance the sustainable development of all parties involved.

Supplier Ethical Standards.

Human Rights.

We require our suppliers to respect and implement human rights principles. There is no tolerance for any form of exploitation, forced labor or trafficking. At the same time, we encourage the adoption of policies that protect workers who report violations (whistleblowers).

Child Labor.

The employment of minors below the legal limit, as defined by national laws and international ILO conventions, is strictly prohibited. In addition to the prohibition, we encourage our suppliers to participate in social responsibility programs, such as supporting the education of children in local communities.

Non-Discrimination.

Our suppliers must ensure fair and equal treatment regardless of race, gender, religion, nationality, sexual orientation, age or disability. In Europe, this is linked to diversity & inclusion policies. In India, it means equal treatment without discrimination based on caste or social class. In Muslim countries, it means respecting religious traditions and freedoms, including practices related to prayer or diet.





Health & Safety.

Our partners must provide a safe working environment, in compliance with international and local standards. This includes appropriate staff training, the provision of personal protective equipment, but also providing for local specificities, such as measures to protect against extreme weather conditions or adaptations to religious periods, such as Ramadan.

Environmental Responsibility.

Our suppliers must implement practices that minimize their environmental footprint. This means adhering to ISO 14001 standards, but also a broader commitment to reducing emissions, recycling materials and using natural resources responsibly. Environmental protection is not optional; it is a condition of cooperation.

Corruption & Unfair Practices.

No form of corruption, bribery or extortion is tolerated. Our suppliers are required to operate with complete transparency and to accurately record all their transactions.

Compliance Procedures.

Our company applies a supplier evaluation and monitoring system based on the principle of a risk-based approach. This means that we assess the risk by country and category of partner, implementing enhanced controls in high-risk areas.

We reserve the right to conduct on-site or remote audits to ensure compliance with the Code. We also provide grievance mechanisms so that any employee or third party can anonymously report practices that violate our principles.

In the event of violations, we request immediate corrective measures. If these are not implemented, the company reserves the right to terminate cooperation.

