

Code of Conduct

- mateco Group -



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1. Principles

1.1 Respect and integrity

1.1.1 Respect:

- mateco does not tolerate any form of discrimination against employees, applicants, clients, business partners or any other individual mateco interacts with because of race, national or ethnic origin, gender, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other discriminatory feature as defined in applicable laws and regulations or publicly recognized standards.
- mateco believes in and supports diversity within the organisation. Respecting and appreciating people from different backgrounds is of key importance to us.
- Every person should be treated with courtesy, honesty and dignity. Harassment, bullying or intimidation shall not take place.

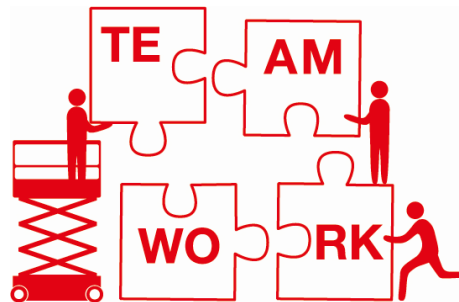
1.1.2 Integrity:

- mateco has put in place adequate control measures to prevent all kinds of fraudulent activities (fraud, theft, embezzlement...). If fraud occurs, all necessary measures, including disciplinary measures, will be taken to address the issue and prevent it from happening again.
- mateco does not tolerate any form of corruption or payment facilitation. In order to maintain friendly relations with our clients or to present our products and services, mateco may accept reasonable hospitality and business gifts expenditures.
- employees, managers or business partners representing mateco or acting on behalf of mateco may have personal interests that may conflict with those of mateco. Timely notification of any potential or actual conflict of interest to the direct manager, senior management, or group compliance officer is therefore required in order to properly review and resolve it.
- Like mateco, our business partners are expected to comply with prohibitions and possible sanctions that must be observed by participants in international trade, as set out in the relevant international conventions, laws and regulations relating to foreign trade.



2.2 Teamwork

- mateco's employees are very diverse, come from different backgrounds and have different experiences. At mateco, we consider this diversity to be a very valuable asset and encourage and value the exchange of ideas and working together to achieve greater success.
- Every mateco employee must be aware of the basic laws, regulations and company policies and procedures that apply to them as part of their responsibility.
- We expect our business partner, like mateco, to comply with applicable laws, regulations and other applicable standards.
- We expect our business partners to take appropriate measures to prevent any form of discrimination as a result of a particular characteristic or attribute of a person.



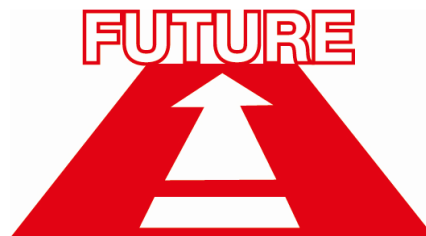
2.3 Excellence

- mateco ensures that appropriate and appropriate measures and safeguards are implemented in accordance with applicable laws and regulations to protect the health and safety of its employees.
- mateco is committed to providing its customers with safe and high-quality products and services.
- mateco applies stricter standards of accuracy, completeness and accountability in all business relationships in recordkeeping and financial reporting.
- mateco strives to protect confidential data and respect any intellectual property rights that would apply to a specific process.



2.4 Focus on the future

- mateco wants to be at the forefront of all technological, technical, legal and regulatory changes that lead to the improvement of the products and services provided to its clients.
- mateco is constantly improving its business processes to cope with ever-evolving environmental standards for a sustainable future.
- mateco is committed to complying with applicable privacy and data protection laws and regulations to ensure the continued protection of individuals' privacy rights.



2.5 Courage

- It is part of mateco's DNA to challenge the status quo and learn from mistakes in order to develop further.
- mateco fosters an open culture and actively welcomes new ideas and approaches, striving to improve everything we do.
- mateco is committed to fair competition. We prohibit any agreements with competitors, suppliers or other business partners aimed at pricing, customer allocation among participants or any other related practice.
- mateco will always communicate transparently with its clients and potential clients about its products and services.



2. Your contact persons

At mateco, you will always find an open door if you witness or encounter a compliance issue, or if you need advice on the policies set out in the mateco Code of Conduct.

We call on you to express yourself freely and with confidence and to raise concerns in good faith, without fear of reprisals.

You can contact a person in your immediate work environment, your supervisor, or your local human resources partner or compliance representative. You can also contact the Group Compliance Lead by sending an email to privacy@matecoslovakia.sk





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