

**CODE OF
ETHICAL
CONDUCT**

OF TRANSSYSTEM



CODE OF ETHICAL CONDUCT OF TRANSSYSTEM



COMPLIANCE

We conduct our activity in accordance with legal regulations, accepted standards and Internal guidelines.



EMPLOYEE'S LIABILITY

We care about compliance with the law and rules contained in the regulations.

We feel responsible for the environment that surrounds us.

We report any misconduct to our supervisor.

WORKING ENVIRONMENT

We treat all employees, superiors, contractors and representatives with respect.

We do not discriminate on the basis of race, sex, origin, nationality, religion or lack thereof, age, disability, sexual orientation, gender affiliation or belonging to another legally protected category, outlook, appearance, marital status, employment.

The company does not tolerate discrimination, harassment, mobbing or other behavior violating human rights and personal dignity.



CODE OF ETHICAL CONDUCT OF TRANSSYSTEM



CONFLICT OF INTERESTS

We act in accordance with the highest standards of integrity and impartiality in order to eliminate any conflicts between personal interests and interests of the Company.



COOPERATION WITH BUSINESS PARTNERS

The selection of suppliers, sellers, consultants, contractors and purchasers is based on objective criteria, not on personal or financial relationships between them and the employee. We have no financial or personal motivations when selecting suppliers, sellers, consultants, contractors and purchasers.



IMPROPER PAYMENTS

We do not use the Company's funds or assets for inappropriate or unlawful purposes. We do not accept bribes, and we do not offer or give them.

CODE OF ETHICAL CONDUCT OF TRANSSYSTEM



CONFIDENTIAL AND INTERNAL INFORMATION

Confidential information related to the Company and its activities, products, plans or personnel is considered “internal” information of a confidential nature.



PERSONAL DATA

We have access to personal data of employees, business partners and other people. We properly protect and secure personal data in accordance with applicable law, internal instructions and applicable contracts.



COMPETITION INFORMATION

Effective competition requires an understanding of the activities of companies competing with the Company. We use only legal sources to obtain information

CODE OF ETHICAL CONDUCT OF TRANSSYSTEM



ACCOUNTING STANDARDS

We disclose and document all funds and assets in current books and registers, and the financial statements published by the Company accurately reflect the financial condition of the Company.



ENVIRONMENT

We comply with applicable laws and regulations regarding the use, emission, storage, transport and disposal of potentially hazardous materials. At the same time, we try to take action to reduce the risks of human injury and environmental damage.



SECURITY

We provide a safe workplace for our employees, and the employees are required to work in a way that is safe and non-threatening to others. This is possible due to compliance with OHS regulations and practices, and reporting all accidents, injuries and disclosure of any hazardous devices.

TRANSSYSTEM COMPANY VISION

We are a company that comprehensively implements projects in the field of technological transport systems and steel structures in cooperation with leading foreign companies and with our suppliers.

We provide system solutions covering the concept, design, execution, assembly and service for the automotive, energy and other industries.

COMPANY MISSION

We see the chance of success in meeting our customers' expectations, continuous organizational and technological development, and in the commitment of our employees.

STATEMENT:

I confirm that I have read the Transsystem Code of Ethical Conduct and I shall comply with it..

.....

(date and signature)