



# Code of Conduct

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## Introduction

At Metsatek, the leading automotive bodybuilding manufacturer in the Baltics, we are committed to fostering a culture of integrity, respect, and professionalism in all aspects of our business operations. This Code of Conduct outlines the principles and standards that guide our actions and decisions to ensure best behavior across our organization.

### 1. Professionalism and individual approach

Employees are expected to conduct themselves in a professional manner at all times. This includes punctuality, reliability, and commitment to delivering high-quality work.

Each client is of high importance and is offered an individual approach, knowing his needs.

### 2. Integrity and Ethics

We hold up to standards of honesty and transparency. All employees, partners, and stakeholders are expected to act with integrity, avoiding conflicts of interest and conducting business in a fair and lawful manner.

Employees should always act in the interests of the company.

### 3. Respect and Inclusion

Metsatek values a respectful and inclusive workplace. Harassment, discrimination, or any form of disrespectful behavior will not be tolerated. We are committed to providing a safe and supportive environment for all employees and collaborators.

### 4. Environmental Responsibility

Metsatek recognizes its responsibility to the environment. We are dedicated to sustainable practices in the production and transportation of our products, minimizing waste, and reducing our carbon footprint.

### 5. Quality and Innovation

The company's operations are purposefully developed, production efficiency and productivity are increased in accordance with market trends and customer needs.

We strive for excellence in the design, production, and delivery of our solutions. Our commitment to innovation ensures that we meet the evolving needs of our customers while maintaining the highest quality standards, as evidenced by our ISO 9001:2015 certification.

Our employees regularly participate in training sessions to stay updated on the latest manufacturing techniques and safety protocols, ensuring product quality and innovation.

### 6. Health and Safety

The health and safety of our employees and partners are paramount. We maintain safety protocols and ensure compliance with all relevant regulations to create a secure work environment.

Employees must comply with all health and safety regulations and report any hazards or unsafe conditions.

A commitment to maintaining a safe and healthy work environment is the responsibility of every employee.

### 7. Protection of Company Property

All employees must treat company's property, whether material or intangible, with respect and care. This includes all kinds of work tools, vehicles, technologies and brand materials carrying METSATEK name.



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### **8. Compliance and Accountability**

We comply with all applicable laws, regulations, and industry standards.

Employees are encouraged to report unethical behavior or violations of this Code of Conduct without fear of retaliation.

Metsatek is committed to taking corrective action where necessary to uphold these principles.

### **Conclusion**

This Code of Conduct reflects Metsatek's dedication to ethical business practices and continuous improvement. We expect every member of our organization to uphold these values, ensuring that Metsatek remains a trusted leader in the automotive and bodybuilding sector.

For more information about Metsatek, visit their official [website](#).

### **9. Anti-corruption**

We are committed to the highest standards of integrity, transparency, and accountability, strictly prohibiting any form of bribery, fraud, or corruption. All employees and stakeholders must act ethically and report any suspected misconduct promptly.