

CODE OF BUSINESS ETHICS

GOOD RELATIONS BETWEEN COLLEAGUES, SUPPLIERS, EXTERNAL CONTRACTORS AS WELL AS CUSTOMERS ARE OF FUNDAMENTAL IMPORTANCE TO US. THROUGH HONEST WORK AND ETHICAL BEHAVIOR, WE ENSURE THAT OUR CUSTOMERS TRUST US PERMANENTLY.

Guiding principles

Management and business **transparency**.

Results-oriented, striving to achieve clearly defined results within the company's values, developing products that customers want, selling at a price that is fair to all parties involved, sharing performance information to help employees express their potential and the results the company needs to succeed.

Openness and sincerity towards employees, business partners and society.

Complying with laws, rules and **regulations**.

Protection of confidential proprietary information and information of our customers.

Protection and proper use of the company's assets.

Dealing with conflicts of interest (other business opportunities, employment outside the company, bribes, business gifts).

Protection and support of employees who report violations; every employee has the right and is obliged to report the behavior of an individual who violates the code of business ethics.

Treating employees with respect and protecting human rights.

Respect for the customer, partnership relations, mutual problem solving.

Employees' passion for work, enthusiasm for challenges and new experiences that are praised.

Persistence in work and new challenges, focusing on the customer's wishes and requirements, trying to achieve the goal.

Rewarding employees: employees with the same experience, work performance and education receive the same pay.

Tomaž Pavlin

Managing director

Komenda, 12.04.2022