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## **CODE OF ETHICS**

### **of**

## **Metal Technology Group - Angel Balevski Holding AD**

Article 1. The present ethical standards apply to all employees of the Company.

Article 2. These ethical standards aim to:

- set the ethical standards for professional and personal behaviour;
- stimulate behaviour of culture, company, and professional values based on the law, humanity, and respect for human rights;
- assist people for their quick inclusion in the culture, values, principals and regulations of the Company;
- increase the confidence of the society, customers and contracting authorities in the Company and the people in it;
- develop intolerance toward unlawful and corrupt practices and inhumane behaviour.

Article 3. Our activity is based on the following ethical principles:

- integrity and good faith;
- competence and professionalism;
- responsibility and dignity;
- protection and preservation of human life and respect for the rights and dignity of the people;
- care for the protection of the property of the owner and the customer;
- the rule of law.

Article 4. In our relations, we avoid any kind of discrimination, including discrimination based on age, race and ethnic origin, nationality, political beliefs, religion, sex, sexual orientation, health condition.

Article 5. The management personnel at all levels is to be a standard of dignified conduct and an example of professional, impartial, and effective performance of official duties.

Article 6. (1) We do not tolerate manifestations of irresponsibility, duplicity, gossip, lie, and negligence.

(2) We oppose any abuse of power or any other action that damages the dignity of the person.

(3) We support any form of good-faith remarks, mutual control and help as long as the way they are expressed does not contradict with the good manners and respect for personal dignity.

(4) We undertake all actions necessary to ensure the best standards of quality, safety, and health at work, development of the people, and transparent collaboration with all parties interested in and outside the Company.

Article 7. (1) Personal disagreements shall not be subject of public controversy. Disputes, disagreements, and conflicts shall be settled by communication in a constructive tone;

(2) The use of vulgar and cynical words is unacceptable.

Article 8. At business meetings and trade negotiations, except for this Code, we observe the criteria of business etiquette and business vision.

Article 9. Only the persons authorized for this shall make public statements on behalf of the Company to the media, social networks, and other mass means for communication.

Article 10. We invite you to submit oral or written signals to Human Resource Department or to the Executive Officer of the Company if you have observed behaviour contrary to the present ethical standards.