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CODE OF CONDUCT

www.inter-metal.pl

Introduction

Inter-Metal S.C. is a modern, family-owned company specialising in advanced metalworking. We have built our position through innovation, high quality, and responsibility. We believe that long-term success is founded on integrity, mutual respect, and continuous improvement — both in our relationships and daily operations.

The Code of Conduct defines the fundamental ethical principles and behavioural standards expected of all individuals involved in the operations of Inter-Metal S.C., including employees, associates, interns, and other representatives of the company.

Purpose and scope

This Code serves as a practical guide to ensure compliance with the law and alignment with the core values of Inter-Metal S.C. It applies to all employees — regardless of department, role, or form of employment — as well as to anyone representing the company.

Adherence to the principles outlined in this Code is not only a matter of compliance, but also a fundamental part of who we are and how we operate as an organisation.



A Word from the Management Board

At Inter-Metal S.C., we place great importance not only on what we do, but also on how we do it. The way we make decisions, treat others, and perform our duties directly influences the trust placed in us by our clients, partners, and colleagues.

The Code of Conduct serves as our point of reference — regardless of position or department, it supports us in making the right decisions in our daily work. It is a document that connects our values with practical actions — whether on the production floor, in the office, or during client interactions.

On behalf of the entire Management Team at Inter-Metal S.C., I encourage you to read it carefully and to apply its principles with full awareness and responsibility.

Sincerely,

Dariusz Lewandowski

Managing Director, Inter-Metal S.C.



Our core vaules

- Honesty
- Engagement
- Reliability
- Respect



Our mission

We support our customers in creating perfect products.

Our vision

To achieve the position of the most preferred and reputable manufacturer of metal components in Europe. To become the most attractive employer in the region.

Standards of conduct

At Inter-Metal S.C., we believe that ethical behaviour in everyday work directly impacts the trust we earn from our clients, partners, and colleagues.

The standards of conduct outlined in this section represent a set of principles that guide us across all areas of our business — from individual responsibilities and team collaboration to interactions with the external environment.

How we operate as a company

We base our actions on responsibility, compliance, and high operational standards. We are committed to occupational health and safety, environmental protection, and the sound management of resources. We comply with all applicable laws, industry standards, and ethical principles across every area of our business.

Health and safety

We provide a safe and healthy working environment. Our goal is zero accidents and full compliance with occupational health and safety regulations—for both employees and subcontractors.

Environmental protection

We operate in accordance with the principles of sustainable development. We minimise the environmental impact of our activities and implement nature-friendly solutions throughout our operations.

Ethics and compliance

At Inter-Metal S.C., compliance with the law, internal regulations, and industry standards forms the foundation of responsible conduct. We expect every employee to make decisions in accordance with the principles of ethics, integrity, and transparency. We promote a culture of openness — responding to any irregularities and encouraging employees to report them without fear of consequences. We firmly oppose all forms of corruption, abuse, and unethical behaviour.

Social responsibility (CSR)

As a socially responsible company, we actively support local and educational initiatives, as well as projects that promote the development of our region. We also engage in industry projects, certifications, and training programmes that contribute to raising the standards of quality, safety, and innovation in the metalworking sector.

Resource and asset management

We take care of the resources entrusted to us and use them responsibly. We avoid waste and unnecessary expenditure.

Financial data is reported accurately and in accordance with applicable regulations, with the understanding that transparency is the foundation of trust.



How we collaborate internally

Our internal relationships are built on mutual respect, trust, and accountability. In daily collaboration, we adhere to the principles of honesty, open communication, and commitment to shared goals.

We foster a working environment that encourages cooperation, supports personal and professional development, and promotes adherence to shared values.

Internal relations

We build a working environment based on mutual respect, honest communication, and teamwork. We do not tolerate any form of bullying, discrimination, or violation of personal dignity. Each of us represents the company — not only in the workplace but also beyond it.

Equality and recruitment

We provide equal opportunities to all candidates and employees, regardless of gender, age, background, or beliefs. Recruitment and promotion are based solely on skills, experience, and performance. The recruitment process is transparent and conducted with respect for confidentiality.

Data protection

We process personal data in accordance with applicable legislation, only to the extent necessary for fulfilling job responsibilities and HR processes. We respect the privacy of employees and candidates, ensuring the protection of their information.

Working hours and remuneration

Working hours at Inter-Metal S.C. are established in compliance with the applicable Labour Code regulations. Employee remuneration shall not be lower than the statutory minimum wage.

Respect for human rights

We strongly oppose all forms of forced labour and child labour, both in our operations and in the supply chain. We work only with partners who comply with applicable laws and international standards regarding human rights and working conditions. We recognize the right of employees to freedom of association and to engage in dialogue with the employer.

Avoidance of conflicts of interest

In our daily work, we act in the best interests of the company. Every employee is obliged to disclose any situations that may give rise to a conflict of interest, regardless of their nature or scale.

Transparency in this regard forms the foundation of mutual trust and ethical conduct.

How we collaborate externally

We base our external relationships on responsibility, transparency, and mutual respect. We aim to build lasting and honest partnerships with customers, business partners, and other stakeholders, while fully complying with applicable laws and ethical standards.

Customers and partners

Our relationships with customers and business partners are built on integrity, timeliness, and a high standard of service. We are accountable for the quality of our products and maintain clear and honest communication as the basis for lasting cooperation.

Fair competition

We operate in accordance with the principles of a free and fair market, respecting applicable laws and industry best practices. We avoid actions that could be considered unethical towards competitors, upholding high standards of professionalism.

Reporting violations

Every employee has both the right and the duty to report any suspected violations of the Code or applicable laws. Reports can be submitted anonymously or directly — to a supervisor, the HR department, or a designated contact person. We ensure complete confidentiality throughout the process and protect those reporting from any form of retaliation. All reports are taken seriously, and the actions taken are proportionate and aligned with the company's internal procedures.



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The Management Board and Management Team are responsible for the implementation, adherence to, and enforcement of the principles outlined in this Code.

The Code is subject to periodic review and is updated at least once every two years, or in response to legislative or organisational changes that may affect its content.

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