



Code of Conduct

1. Introduction

At VALOT s.r.o., we are committed to conducting our business with integrity, transparency, and respect for all stakeholders. This Code of Conduct outlines the principles and standards that guide our actions and decisions.

2. Compliance with Laws and Regulations

We comply with all applicable laws, regulations, and industry standards. This includes environmental regulations, health and safety standards, and trade laws.

3. Ethical Business Practices

- **Honesty and Integrity:** We conduct our business honestly and with integrity. We do not engage in any form of corruption, bribery, or unethical practices.
- **Fair Trading:** We engage in fair trading practices, ensuring that all transactions are transparent and fair to all parties involved.

4. Environmental Responsibility

We are committed to minimizing our environmental impact. This includes:

- Proper disposal and recycling of metal scrap.
- Reducing waste and promoting sustainable practices.
- Complying with environmental regulations and standards.

5. Health and Safety

We prioritize the health and safety of our employees, customers, and the community. This includes:

- Providing a safe and healthy work environment.
- Ensuring that all employees are trained in health and safety practices.
- Complying with all health and safety regulations.

6. Respect and Fair Treatment

We treat all employees, customers, and partners with respect and fairness. This includes:

- Promoting a diverse and inclusive workplace.
- Prohibiting any form of discrimination or harassment.
- Ensuring fair labor practices and working conditions.

7. Confidentiality and Data Protection

We respect the confidentiality of information and protect personal data. This includes:

- Safeguarding sensitive information.
- Complying with data protection laws and regulations.



8. Reporting and Accountability

We encourage employees to report any violations of this Code of Conduct. This includes:

- Providing a safe and confidential way to report concerns.
- Ensuring that all reports are investigated and addressed promptly.
- Holding individuals accountable for their actions.

9. Continuous Improvement

We are committed to continuously improving our practices and standards. This includes:

- Regularly reviewing and updating this Code of Conduct.
- Seeking feedback from employees, customers, and partners.
- Implementing best practices and industry standards.