

ETHICAL CODE

REVISION

2024



GROUP

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TABLE OF CONTENTS

- 1. GENERAL PRINCIPLES**
- 2. MISSION, VISION, AND VALUES**
- 3. RESPONSIBILITY OF UNITS**
- 4. BUSINESS ETHICS**
- 5. EQUALITY OF OPPORTUNITIES AND PROHIBITION OF DISCRIMINATION**
- 6. ECOLOGICAL AWARENESS**
- 7. SOCIAL RESPONSIBILITY OF BUSINESS**
- 8. FORMAL FUNCTIONING OF THE CODE**

GENERAL PRINCIPLES



The Ethical Code of the RBB Group defines general ethical standards and fundamental values of conduct.

At the RBB Group, we adhere to both national and international laws. We promote ethical attitudes and behaviors in every aspect of business cooperation among all stakeholders.

Adherence to ethical norms and accepted patterns of behavior in the workplace is one of the primary sources of stability and success for the RBB Group. Creating a favorable work environment strengthens the bond between employees and the company, as well as among teams.

A priority for the entire Group is continuous development and maximizing benefits while acting in accordance with the principles of sustainable development.

MISSION, VISION, AND VALUES

THE MOTTO OF THE RBB GROUP IS:

“... TAILORED,

TO THE PLACE,

ON TIME,

STILL WITH YOU,

STEEL FOR YOU!”

ACTING IN ACCORDANCE WITH THE NEEDS AND REQUIREMENTS OF OUR CLIENTS.

WE ARE AN ORGANIZATION THAT:

- ▶ **it is characterized by openness,**
- ▶ **demonstrates a partnership approach,**
- ▶ **strives for innovation,**
- ▶ **focuses on quality.**

WE PROMOTE AND FOCUS ON:

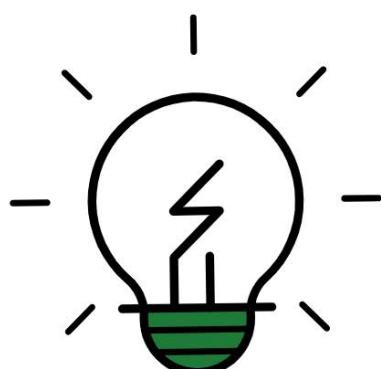
- ▶ **integrity and reliability,**
- ▶ **trust and cooperation,**
- ▶ **personal development of employees,**
- ▶ **professionalism,**
- ▶ **continuous improvement,**
- ▶ **respect for human rights and labor standards.**



THE VALUES WE IDENTIFY WITH WHILE MAINTAINING STAKEHOLDER RELATIONSHIPS:

CARE

for both business partners and colleagues.



BRAVENESS AND CREATIVITY

In carrying out assigned tasks, in expressing personal opinions, and in taking responsibility for entrusted duties

RESPECT

for oneself, colleagues, and business partners.



RESPONSIBILITY OF UNITS



Employees adhere to the laws, regulations, and standards adopted in the organization as well as generally accepted social and moral norms. The reliability of information and accountability are the overriding goals of all informational activities. Furthermore, the acquisition, production, and dissemination of information are characterized by maintaining confidentiality and due discretion. Employees are also obliged to rationally manage the resources entrusted to the company and treat them with due diligence.

BUSINESS ETHICS



RELATIONSHIP WITH STAKEHOLDERS

The RBB Group is an organization focused on the needs of its business partners. Our goal is to build long-term business relationships in the best possible way while adhering to applicable legal regulations. We expect the same from our clients and partners.

We also ensure that relationships with contractors are based on professionalism and mutual trust.



FAIR COMPETITION

The RBB Group supports fair and transparent competition. Any actions aimed at hindering market access to other economic entities and the use of other prohibited business practices are unacceptable to us.

We also do not allow favouritism or exclusion of our business partners in any way. One must be fully aware that any violations of fair competition rules are subject to legal sanctions and regulations that may be imposed on both legal entities and individuals who commit them.



COMMUNICATION

External communication includes all messages directed to current and potential stakeholders and constitutes a significant element of our marketing activities. The messages contain complete information to provide as much knowledge as possible about the products and services offered by the RBB Group. We are transparent and promote dialogue. We respond to inquiries from our clients and business partners honestly, precisely, and on time. We respect the intellectual property of our business partners and ensure the confidentiality of information obtained through cooperation, as well as the security of personal data entrusted to us for processing.



EQUALITY OF OPPORTUNITIES AND PROHIBITION OF DISCRIMINATION

The RBB Group respects and adheres to both national and international regulations and paradigms regarding human rights, treating them as fundamental and universal.

WE DO NOT ACCEPT:



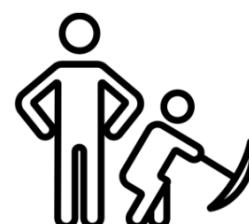
MOBBING



HARASSMENT / VIOLATION OF PERSONAL INVIOLABILITY

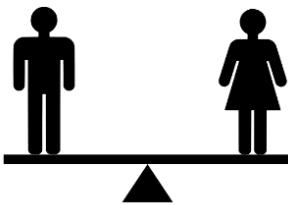


DISCRIMINATION



EXPLOITATION OF MINORS

OUR ACTIONS ARE BASED ON:



EQUAL TREATMENT

ECOLOGICAL AWARENESS

We are aware of the impact of our organization on the environment. We continuously

take actions aimed at:



- reducing the negative effects of the organization's operations on the environment,
- using natural resources more efficiently,
- increasing environmental awareness among employees.

SOCIAL RESPONSIBILITY OF BUSINESS

Our Social Responsibility Policy is an integral part of the management and organizational culture of the RBB Group. In addition to maximizing economic effects, we focus on intensifying pro-social and pro-ecological activities.

FORMAL FUNCTIONING OF THE ETHICAL CODE

In case of doubts regarding the interpretation of this document, an employee may seek the opinion of their direct supervisor.

Any manifestation of a violation of the Code of Conduct must be reported immediately by the employee, following the internal rules for reporting violations and the Whistleblower Policy. Providing assistance and support to each employee and considering every reported case is mandatory and a priority for the organization.

In the event of inappropriate conduct that violates legal, ethical, or moral standards, those responsible will be held accountable and will face consequences.

Any discrepancies in conduct and any violations of the Code of Conduct should be reported by the stakeholder of the RBB Group via email to: info@rbb-stal.pl.

President of the RBB Group

