

KOGAL STEEL s.r.o.

Code of Ethics



1. Introduction

The Code of Ethics of KOGAL STEEL s.r.o. sets out the principles that guide our actions in manufacturing, business relationships, and everyday cooperation.

Our goal is to build a company that is a reliable business partner, a responsible employer, and a high-quality manufacturer of steel structures.

This Code represents our commitment to integrity, quality, safety, and respect.

2. Our Values

Integrity and Honesty

We act honestly, fairly, and responsibly. We stand by our commitments and conduct our business accordingly.

Quality and Precision

Our priority is to maintain high manufacturing standards, precise workmanship, and reliable deliveries.

Safety

Workplace safety is a fundamental requirement in manufacturing, material handling, and logistics operations.

Respect for People

We value our employees, customers, suppliers, and business partners and treat them with respect and professionalism.

Responsibility

We take responsibility for the quality of our work, meeting deadlines, and the impact of our decisions.

Continuous Improvement

We support professional development, operational efficiency, innovation, and the continuous improvement of our manufacturing processes.

3. Conduct in the Workplace

Professional Conduct

Every employee and business associate is expected to act responsibly, professionally, and in a manner that upholds the good reputation of the Company.

Respect and Cooperation

We do not tolerate harassment, discrimination, bullying, intimidation, or aggressive behaviour in the workplace.

Punctuality and Reliability

We adhere to workplace discipline, agreed procedures, deadlines, and commitments.

Protection of Confidential Information

Technical drawings, quotations, engineering solutions, commercial information, and other business-related information are considered confidential and must be protected accordingly.

4. Occupational Health and Safety

We comply with all applicable occupational health and safety regulations, fire safety requirements, and internal safety procedures.

Every employee is required to:

- use prescribed personal protective equipment (PPE),
- work safely and responsibly,
- immediately report hazards, equipment failures, incidents, or injuries,
- help prevent damage, accidents, and unsafe situations.

Safety always takes priority over speed.

5. Manufacturing Quality

We are committed to delivering products in accordance with technical documentation, applicable standards, and customer requirements.

To achieve this, we focus on:

- manufacturing accuracy and precision,
- quality control and inspection,
- correct material identification,
- traceability of manufacturing processes,
- professional welding and fabrication practices,
- timely resolution of non-conformities and customer complaints.

6. Ethics in Business Relationships

Fairness

We deal with customers, suppliers, and business partners in a transparent, professional, and fair manner.

Anti-Corruption Principles

We reject bribery, undisclosed commissions, inappropriate gifts, and any form of improper advantage or unethical business practice.

Conflict of Interest

We avoid situations in which personal interests could compromise the interests of the company or its customers.

Compliance with Sanctions and Trade Regulations

We comply with applicable laws, trade restrictions, and sanctions imposed by the Slovak Republic, the European Union, and relevant international regulations.

7. Protection of Company Assets

Company machinery, tools, vehicles, materials, documentation, and technologies are used responsibly and solely for business purposes unless otherwise agreed.

Everyone is responsible for protecting company assets from:

- damage,
- loss,
- theft,
- misuse,
- waste.

8. Environmental Responsibility

We conduct our operations and manufacturing activities with respect for the environment.

We strive to:

- sort and recycle waste where possible,
- use materials efficiently,
- reduce waste and emissions,
- handle chemicals safely,
- maintain clean and orderly workplaces.

9. Reporting Violations

Every employee and business partner has the right and responsibility to report violations of laws, safety regulations, or this Code of Conduct.

Reports made in good faith must not result in retaliation against the reporting person.

10. Final Provisions

This Code of Conduct is binding on employees, management, and all individuals acting on behalf of KOGAL STEEL.

Compliance with this Code forms the foundation of customer trust, quality workmanship, and the long-term stability of the company.

Violations of this Code may result in employment-related or business consequences.

KOGAL STEEL believes that honest work, safety, and reliability are values that never lose their importance.