

MAGYARMET Finomöntöde Kft.

Code of Conduct



MAGYARMET is committed to integrity and values in all aspects of their business conduct with customers, suppliers, employees, competitors and other stakeholders. This Code contains requirements and principles – what we stand for and how we conduct ourselves with our customers, suppliers and one another.

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INTEGRITY

Compliance with laws, rules and regulations

We are committed to following applicable international trade laws including import and export controls regulations. Each of us has a responsibility to ensure that we comply with trade laws and regulations in any country where we conduct business.

Fair competition

MAGYARMET believes that fair competition is fundamental to free enterprise. We observe antitrust and competition laws where we do business. In relationships with competitors, dealers, distributors, suppliers and customers, we avoid arrangements that restrict our ability to compete with others. We are not involved in any arrangements, understandings or agreements with competitors affecting prices, terms upon which products are sold, or the number or type of products manufactured or sold.

Avoiding conflicts of interest

We must not engage in activities that create, or even appear to create, conflict between our personal interests and the interests of the company. MAGYARMET acts transparently and with integrity in relation to its business activities. Any direct or indirect close relationship between MAGYARMET and its partners' employees that has an impact on business relations must be disclosed. We do not accept gifts, favors or entertainment that have a value greater than we could reasonably reciprocate or that obligate or appear to obligate us to act in any way contrary to the law, MAGYARMET business interests or MAGYARMET's ethical business practices.

Open communication

As employees, we communicate with each other in a respectful, fair, honest and open manner. As a company, we have a responsibility to communicate information about our business to our partners clearly, accurately and honestly.

Combating corruption

With regard to corruption and bribery, MAGYARMET pursues a zero-tolerance policy. In dealing with public officials, other corporations and private citizens, we firmly adhere to ethical business practices. We will not seek to influence others, either directly or indirectly, by paying bribes or kickbacks or by any other measure that is unethical or would tarnish our reputation for honesty and integrity. Even the appearance of such conduct must be avoided.

Protection of human and labor rights

We protect human rights and treat every employee with fairness, dignity and respect. We build and maintain a productive, motivated workforce by treating all employees fairly and equitably. We will select and place employees on the basis of their qualifications for the work to be performed, without regard to race, religion, national origin, color, gender, gender identity, sexual orientation, political convictions, age and/or physical or mental disability. All forms of physical or psychological violence against employees and sexual harassment must not be tolerated.

We ensure that no use of or profit from any type of child or forced labor is taken. All national legislation and international agreements that specify a minimum age for employees must be complied with. The remuneration and working hours of employees must be fair and balanced and within the respective legal framework.

EXCELLENCE

Best quality

We are dedicated to quality. Our intense, acute focus on the needs of our customers continuously drives us to improve. Our continued success depends on exceeding the expectations of our customers and standing behind everything we do. Each of us must ensure that our individual decisions and actions contribute to a positive perception of the company, enhance our customers' satisfaction. We act with a sense of urgency to deliver the highest possible value in the products and services we provide.

COMMITMENT AND SUSTAINABILITY

Data protection

We go to extraordinary lengths to preserve, protect and responsibly use all of our assets. This includes tangible as well as intangible assets, such as our brands, technology, business information and intellectual capital. We will not make unauthorized disclosure of trade secrets or other sensitive information belonging to the company, our customers, dealers or suppliers – either during employment by our company or thereafter.

Confidential data and intellectual property

MAGYARMET ensures that confidential information and secrets obtained in the course of business activities with its partners are treated in strict confidentiality and not used inadmissibly or disclosed to third parties. Same applies to the intellectual property rights of our clients and partners.

Environmental protection

MAGYARMET is committed to complying with environmental laws and regulations and expect our suppliers and dealers to do the same. We support environmental stewardship by utilizing business processes that enable waste prevention, improve quality and promote the efficient use of resources.

Communities

We encourage all employees to participate in activities that strengthen our communities. Our success should also contribute to the quality of life, prosperity and sustainability of communities where we work, live and serve.