

## Metinvest adopts Business Partnership Code of Conduct

The Metinvest Group has adopted the Code of Business Partnership to guarantee fair business relationships between the Group and its partners.



### **Why we need the code**

Metinvest conducts its business in good faith and adheres to international principles of business conduct. The Group applies only fair, open and ethical practices when dealing with its partners.

The purpose of the Code is to establish clear standards of compliance with ethical principles and requirements for business conduct that should guide both existing partners and new suppliers.

The Group expects that all Metinvest partners, their employees, representatives, subcontractors, both individuals and legal entities, - as well as Metinvest employees in their relationships with partners, will abide by the code.

Through the Code, the Group intends to prevent potential abuses and excesses of authority by maintaining an atmosphere of trust, respect and integrity.

### **Partnership Principles**

Our principles of business conduct include respect and cooperation, protection of health and the environment, confidentiality of information, compliance with the law and our Code of Ethics, as well as social responsibility.

#### **1. Respect and cooperation**

Metinvest respectfully communicates with its partners and seeks to comply with agreements. The Group expects its partners to deal with it in an open and professional manner, to abide by all obligations and to avoid using unverified information.

#### **2. Health and safety at work and the environment**

The Group conducts its operations in compliance with occupational health and safety standards and strives to prevent environmental pollution.

Metinvest expects its partners, including those within the Group, to provide its employees with safe and healthy working conditions and to prevent accidents and injuries.

#### **3. Respecting the confidentiality of information**

The Group protects personal information about its employees and partners. Metinvest expects its partners to use commercially sensitive or otherwise protected information with discretion.

#### 4. Compliance with the law and the Code of Ethics

The Group condemns all forms of fraud, requires openness, integrity and honesty in all areas of activity and strives to be an example in matters of ethics, working environment and equality. It expects its partners to counteract corruption, both on their part and on the part of Metinvest employees.

#### 5. Social responsibility

Metinvest adheres to the principles of sustainable development in all aspects of its operations. The Group protects human rights, assesses the impact of its activities on local communities and seeks to improve their quality of life. It expects its partners to share these values and to conduct their business in accordance with high ethical standards and considering their impact on the environment, economy and society.

The full document can be found in the

[Business Partnership Code of Conduct](#)

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<https://metinvestholding.com/en/media/news/metinvest-prinyal-kodeks-delovogo-partnerstva>