

Code of Ethics

We are committed to conducting our business with the highest standards of integrity, honesty, and ethical behavior. This code of Ethics outlines the principles that guide our actions and decisions.

1. Compliance with Laws and Regulations

We will comply with all applicable laws, rules, and regulations in the jurisdictions where we operate. This includes environmental, health and safety, labor, anti-corruption, and trade regulations.

2. Environmental Responsibility

We are dedicated to minimizing our environmental impact by

- Implementing sustainable production practices
- Reducing waste and emissions
- Conserving energy and natural resources
- Continuously improving our environmental performance

3. Health and Safety

The safety and well-being of our employees, contractors, and communities is paramount. We will:

- Provide a safe and healthy work environment
- Implement rigorous safety protocols and training programs
- Strive for zero workplace accidents and injuries

4. Fair Labor Practices

We are committed to fair and ethical labor practices, including:

- Prohibiting child labor and forced labor
- Providing fair wages and benefits
- Respecting workers' rights to freedom of association
- Promoting diversity and inclusion in our workforce

5. Responsible Sourcing

We will:

- Conduct due diligence on our suppliers to ensure responsible sourcing
- Avoid using materials from unethical sources
- Promote sustainability and ethical practices throughout our supply chain

6. Anti-Corruption and Fair Competition

We have zero tolerance for bribery, corruption, or anti-competitive practices. We will:

- Prohibit offering or accepting bribes or improper payments
- Compete fairly and ethically in the marketplace
- Avoid conflicts of interest

7. Product Quality and Safety

We are committed to producing high-quality ferro alloys that meet or exceed industry standards and customer expectations. We will:

- Implement rigorous quality control measures
- Provide accurate product information and labeling
- Continuously improve our production processes

8. Transparency and Accountability

We will:

- Maintain accurate and transparent financial records
- Provide timely and truthful disclosures to stakeholders
- Encourage open communication and reporting of ethical concerns

9. Implementation and Enforcement

We will:

- Encourage ethical training for all employees
- Address violations of this Code promptly and fairly

By adhering to these principles, we strive to maintain the trust of our stakeholders and contribute positively to the ferro alloys industry and society at large.