Code of Ethics

Introduction

R.F.PROFI s.r.o. is committed to the highest ethical standards in conducting its business activities in the field of metallurgical materials, in particular stainless steels, nickel alloys, titanium, and non-ferrous metals, especially in relation to its employees, business partners, and customers in the nuclear energy and engineering sectors.

Basic ethical values
- ✓ **Integrity** – We respect laws and ethical standards.
- ✓ **Transparency** – We act openly and transparently.
- ✓ **Respect** – We respect the rights and dignity of every person.
- ✓ **Responsibility** – We take a responsible approach to the environment and the communities in which we operate.

Employee conduct
- ✓ Employees act professionally, honestly, and responsibly.
- ✓ We do not tolerate discrimination, bullying, harassment, or other inappropriate behaviour.
- ✓ We respect privacy and personal data.

Business relationships
- ✓ We support fair competition and reject cartel agreements.
- ✓ We do not tolerate corruption, bribery, or other unfair business practices.
- ✓ All employees must report any attempted corruption.

Conflict of interest
- ✓ Employees must avoid any situation that could lead to a conflict between their personal interests and those of the company.
- ✓ All potential conflicts of interest must be reported immediately.

Protection of information
- ✓ We are committed to protecting confidential information, trade secrets, and personal data of employees, customers, and business partners.
- ✓ We prohibit the misuse of internal information for personal gain (insider trading).

Gifts and hospitality
- ✓ The acceptance and giving of gifts must be transparent, reasonable, and in accordance with the law.
- ✓ Gifts must not be used to influence business decisions.

Environmental responsibility
- ✓ We are committed to protecting the environment and minimizing our ecological footprint.

Reporting violations

All violations of the Code of Ethics or suspected violations must be reported immediately to the designated Compliance Officer.