

# **Policy on Ethical and Responsible Behavior**

This corporate policy sets out the company's commitment to ethical and responsible behavior in the fight against corruption, fraud, money laundering, and general ethical issues.

## **Overall Policy Objectives:**

- The main objective of our policy is to create a culture of ethical behavior and responsibility throughout the company.
- Prevent and detect corruption, fraud, and money laundering.
- Protect the company's reputation and assets.
- Comply with all applicable laws and regulations.

## **General Responsibilities of the Company**

### **Towards Shareholders:**

- Protect capital
- Conduct business within the law
- Manage the business with a view to increasing the value of the company
- Provide accurate and regular information on the state of the company

### **Towards Employees:**

- The company is committed to providing its employees with a safe and healthy working environment.
- The company will support the development and career growth of its employees
- The company will offer its employees fair and competitive wages and benefits
- The company will fulfill its obligations to the health and social insurance

### **Towards Management:**

- The company expects its management to act ethically and responsibly.
- Management is responsible for implementing and enforcing this corporate policy.
- Management is responsible for the effective management of the company and for achieving its objectives.

### **Towards Society and the State:**

- The company is committed to complying with all applicable laws and regulations.
- The company will pay taxes in accordance with applicable tax laws.

### **Towards the Region:**

- The company is committed to protecting the environment and minimizing the negative impacts of its activities on the region.
- The company will support local communities and initiatives.
- The company will create jobs and opportunities for local residents.

### **Towards Business Partners:**

- The company is committed to building fair and transparent relationships with its business partners.
- The company will comply with all contractual obligations.
- The company will cooperate with its business partners on a mutually beneficial basis.

### **Towards Competitors:**

- The company is committed to competing fairly and in accordance with applicable laws.
- The company will not engage in unfair business practices.
- The company will respect the intellectual property of its competitors.

### **Goals and Responsibilities**

#### **Anti-Corruption Objectives:**

- Prevent corruption throughout the company.
- Promote a culture of transparency and accountability.
- Comply with all applicable anti-corruption laws and regulations.

### **Responsibilities and Commitments of the Company:**

- The company is committed to a zero-tolerance policy for corruption.
- The company's management will regularly review and update anti-corruption programs and procedures.

### **Fraud Prevention Objectives:**

- Prevent fraud throughout the company.
- Protect the company's assets and financial resources.
- Comply with all applicable laws and regulations.

### **Responsibilities and Commitments of the Company:**

- The company is committed to implementing an anti-fraud policy that sets clear rules for identifying, preventing, and addressing fraud.
- The company's management will regularly review and update the anti-fraud policy.
- The company will provide its employees with training on the anti-fraud policy.
- The company will create channels for anonymous reporting of suspicious activities.

### **Money Laundering Prevention Objectives:**

- Prevent money laundering throughout the company.
- Comply with all applicable laws and regulations on money laundering.
- Cooperate with law enforcement agencies in the investigation of money laundering.

### **Responsibilities and Commitments of the Company:**

- The company is committed to implementing an anti-money laundering policy that sets clear rules for identifying, preventing, and addressing money laundering.
- The company's management will regularly review and update the anti-money laundering policy.
- The company will cooperate with law enforcement agencies in the investigation of money laundering.

**Quality & Logistic Industrial Services** recognizes the importance of ethical and responsible business and is committed to upholding the highest standards of integrity in all areas of its operations. This corporate policy on ethical and responsible behavior clearly defines the company's goals and responsibilities towards shareholders, employees, management, society and the state, the region, business partners, and competitors.

We believe that only through transparency, fairness, and compliance with the law can we achieve long-term success and sustainable growth. Our company is therefore committed to actively combating corruption, fraud, money laundering, and monopolistic practices. We monitor legislative developments and regularly update our procedures and programs to ensure that our policy complies with the latest requirements and standards.

We believe that through the joint efforts of the entire organization and every individual in it, we can create an environment in which we can be proud of our successes not only in terms of financial results but also in terms of our contribution to society and the environment.