
Code of Conduct

Guided by strong ethical principles, we strive to ensure that our products, services and operations consistently reflect quality, reliability and sustainability.

We expect the same from our suppliers and business partners, including agents and distributors, who are required to uphold similar standards of ethical conduct as described in this Code.

People

Human Rights

At Alpin Weld, we treat everyone with dignity and respect. We are committed to respecting internationally recognized human rights and standards as set out in the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We make every effort to identify, prevent and mitigate negative impacts on human rights in our activities and business relationships.

Each is authorized and obliged to identifying and preventing human rights abuses. Any suspected violation of human rights in our operations, or in those of our business partners, must be addressed and reported to corresponding line managers.

Labour rights

At Alpin Weld, we highly value every employee and are committed to upholding labor rights in accordance with International Labour Organization standards and all applicable laws.

Alpin Weld does not tolerate forced labour, child labour, or any form of exploitation within our activities or business relationships.

Fair employment practices

Alpin Weld creates a diverse and inclusive work environment, with equal opportunities and where every employee feels valued and respected. We apply fair and equitable remuneration principles.



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Our employees are selected based on competencies, potential, and role fitment. We continuously invest in our people's development.

Alpin Weld prohibits bullying, harassment, inappropriate treatment and violence. We are dedicated to ensuring an environment free from discrimination based on race, ethnicity or national origin, colour, gender, family status, sexual orientation, creed, disability, age, or religious or political beliefs.

Health and safety

Alpin Weld creates and maintains a safe and healthy work environment for our employees, contractors, and other partners, wherever we operate. We believe all accidents can be prevented by promoting a strong safety culture, improving our performance, and by applying high-level occupational health and safety standards.

We follow health, safety, and security rules, proactively identify safety hazards, and report near misses to ensure effective risk management measures. Everyone has the responsibility and authority to intervene and stop work in an unsafe situation. We also maintain high product safety standards to guarantee the safety of our customers and end-users.

Environment and society

Climate change

Alpin Weld is committed to mitigating climate change. We take necessary actions to adapt to the impacts of climate change on our operations.

Environment

Alpin Weld is committed to continuously improving the environmental performance of its products, solutions, and operations. To protect the environment and reduce adverse impacts, we seek to raise environmental awareness, prevent pollution, enhance the sustainable use of natural resources, and substitute and minimise the use of hazardous substances.



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Communications

At Alpin Weld, we build trust with our stakeholders by providing clear, honest, and accurate information. We are committed to openness, transparency, and maintaining ongoing dialogue with both our stakeholders and employees.

We comply with all legal requirements in our disclosures and communications and ensure that only authorized individuals represent Alpin Weld or make public statements on its behalf.

We uphold the integrity of the Alpin Weld brand in all internal and external communications. When using social media as an Alpin Weld employee, we communicate respectfully and responsibly.

Relations with authorities and communities

We act responsibly by building lasting relationships with our stakeholders based on trust, integrity, and mutual respect.

We engage with authorities, associations, other organisations, and the public, honestly and constructively in compliance with laws and regulations. When working with governments and authorities, we follow high ethical standards and provide reliable information based on evidence and expertise.

Responsible business

Anti-corruption

Alpin Weld complies with all applicable laws and internationally recognised principles aimed at preventing corruption and bribery. We do not approve corruption in any form, and we do not engage in improper or corrupt business arrangements. We expect the same from all third parties, including customers, suppliers, distributors, and agents. We conduct appropriate due diligence to know the third parties with whom we do business.

Our commitment against corruption means that we do not pay or accept bribes or kickbacks of any kind.



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Conflict of interest

The best interest of Alpin Weld is very important, but we must avoid and mitigate conflict of interest situations.

It is important that we know how to recognise conflict of interests and disclose them before any damage is done to the trust Alpin Weld success is built upon.

Fair competition

Competition laws protect Alpin Weld against unfair business practices and allow companies to compete based on merit, innovation, and efficiency. Therefore, we must comply with competition laws and not engage in activities that limit competition.

Anti-fraud and accounting

We act honestly and transparently in our daily work. Alpin Weld does not tolerate any fraudulent behaviour. We detect and prevent behaviour that involves intentional deception or misrepresentation, such as fraud, theft, embezzlement, forgery, concealment, or money laundering.

Trade compliance

We conduct business in numerous markets and countries around the world. Therefore, we comply with export control laws, trade sanctions, and restrictions, as well as customs regulations applicable to domestic and international trade.

We understand that a failure to comply with or circumvent applicable sanctions and export control laws could lead to severe consequences, such as criminal liability, fines, damages, seizure of goods and reputational harm.



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Confidentiality

The confidentiality of Alpin Weld's commercial, technical, business, and people related data is important to protect our people and our business. Safeguarding and limiting access to our confidential information allows us to be competitive in the market.

We protect our confidential information and the confidential information of our customers, suppliers, and other business partners.

Privacy and data protection

We respect privacy and process personal data only when necessary and proportionate to the defined purpose. Alpin Weld commits to adhering to applicable data protection laws and regulations worldwide, and we process personal data accordingly.

We process personal data in a lawful, fair, transparent, and correct manner, including the collection, use, registration, access, retention, and transfer of personal data. This applies not only to the personal data of Alpin Weld employees, and directors, but also to the personal data of our customers, suppliers, and other business partners.

Intellectual property and know-how

Intellectual property rights such as know-how, trade secrets, copyrights, design rights and trademarks are strategic for the business of both Alpin Weld and third parties, including our customers, suppliers and other business partners.

We are aware that we must protect intellectual property rights against any unauthorized use.

Raising concerns

Our commitment to this Code of Conduct is essential to promoting ethical, responsible, and sustainable business practices. We cultivate a culture of integrity and protect Alpin Weld's interests by encouraging openness - raising concerns, speaking up when something feels wrong, seeking guidance, and reporting any suspected or actual misconduct.

All reports, will be taken seriously, properly investigated, and handled with discretion and confidentiality. Violations of the Code of Conduct or other forms of misconduct may result in



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disciplinary action, up to and including termination of employment, personal liability, and other appropriate measures.

Alpin Weld has a zero-tolerance policy for retaliation against individuals who report concerns or violations in good faith. However, deliberately false or malicious reports may result in disciplinary consequences.



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