

## CODE OF ETHICS

The aim of this Code of Ethics is to form an appropriate work culture that is expected of the employees of Ruger Polska sp. z o.o. as well as members of the management. The Code includes the main principles followed by Ruger Polska in the field of broadly understood professional and social ethics, ensuring the fulfilment of the company's mission and implementation of its development strategy, as well as, in particular, the satisfaction of its Employees and Customers.

The Code of Ethics of Ruger Polska indicates what principles and values are in force and being promoted, as well as how to report irregularities in the event of their occurrence.

## OUR VALUES AND PRINCIPLES

**Professionalism:** each of our employees aims to be a specialist in their field. In carrying out our tasks, we are guided by the utmost diligence and objectivity, striving to constantly improve our skills and professional qualifications. We perform the duties entrusted to us with the utmost commitment and due diligence. We fulfil our commitments as well as respect the trade secrets and confidentiality of information. We create a reliable and trustworthy Company.

**Honesty:** we strictly comply with the law and generally accepted social standards. All persons associated with the Company are required to know and comply with applicable legal requirements. All terms of cooperation within the company and at every position, as well as in relations with contractors, should be clear, legible, agreed in advance and confirmed in writing so that it is always possible to refer to them.

**Respect:** we create a work environment that is free from intolerance, violence and unethical behaviour. We respect each other and everyone we deal with, regardless of the occurring business or work relationship. We promote equality, acceptance and tolerance. We respect the right to protect the privacy of both employees and people cooperating with us. We make sure that our employees maintain the highest level of personal culture.

**Security:** we build trust by providing reliable information about our operations. We implement the highest standards of cooperation security, with particular emphasis on the correct process of transport, complete and undamaged delivery as well as risk minimisation measures. Verification of subcontractors and principals is of great importance to us and it is an important element of the transport process, as it directly affects the reliability of the provision of transport services.

**Ecology:** we care for the natural environment by making conscious decisions that minimise the negative impact of our activities on the environment. We save resources – if you don't have to, don't print; save energy; search for and eliminate waste – these are the slogans that guide us.

## COMPLIANCE WITH THE CODE OF ETHICS

All persons associated with Ruger Polska, including employees, associates, subcontractors, suppliers, contractors, must comply with this Code of Ethics and prevent behaviour that is against the law or ethical principles.

Observed non-compliance of our activities with the Code of Ethics can be reported by e-mail to the address **compliance@ruger.eu**, or directly to the Management Board of the Company.

Ruger Polska ensures the protection and confidentiality of the data of persons reporting violations and irregularities.

**SIEMENS FINIFY:**

Ruger Polska sp. z o.o.  
ul. Woszczerowicza 25, 40-749 Katowice  
**NIP:** 954-265-75-05 **KRS:** 0000319840

Wpisana do KRS prowadzonego przez Sąd Rejonowy Katowice Wschód w Katowicach VIII Wydział Gospodarczy KRS

**CONTACT:**

tel. +48 32 223 59 70; e-mail: [pl@ruger.eu](mailto:pl@ruger.eu)  
[www.ruger.com.pl](http://www.ruger.com.pl)  
Kapitał zakładowy 860 000,00 PLN

