

# Code of Conduct

## Introduction

**MIK Projekt** began its operations in **1991** in industrial boiler and boiler house construction. The company has a long heritage, building on the legacy of major industrial boiler manufacturing, such as the period when it was part of **TPK** in the former Yugoslavia. It pursues its business activities worldwide. **Quality, performance, humanity,** and assuming **social responsibility** are fundamental to our corporate culture and essential for our business success.

Within our organization, clear values prevail. We are committed to acting with **integrity, respect, and fairness** towards our employees, business partners, third parties, and the public. We conduct our global business operations in strict compliance with all national and international regulations. This Code of Conduct establishes the guiding principles for our conduct in all legal and business dealings. It is mandatory for all employees. Management is particularly responsible for ensuring these principles are upheld in everything we do. Ultimately, **how** we achieve our goals is just as important as the goals themselves. The managing directors fully endorse this Code of Conduct and rely on your full support for its successful implementation in our day-to-day business.

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## 1) Quality and Service Excellence

Our aim is to earn and retain the trust of our customers by providing **secure, high-quality products** and **first-class services** based on the latest available technology.

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## 2) Openness, Confidentiality, and Data Security

We maintain **transparency and openness** to the extent allowed by our business sector. However, we are fully committed to safeguarding the confidential information entrusted to us by our customers. **MIK Projekt** adheres to all relevant **data protection laws** and treats all documentation and details concerning business transactions with the utmost confidentiality. **MIK Projekt** employs appropriate, state-of-the-art information technology and standardized IT processes.

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## 3) Corporate Social Role

Our company views itself as an integral **part of society** and seeks to grow alongside it. To this end, we assume responsibility for social progress that we can influence through our internal processes and business activities. We are committed to contributing to the improvement and advancement of living conditions and societal development.

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## 4) Global Engagement

We regard **globalization as an opportunity** that we intend to utilize together with our business partners around the world. We adopt a global perspective, showing **respect** for international laws, rules, and the culture and customs of all markets in which we operate.

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## 5) Environmental Stewardship

**MIK Projekt** places significant importance on **environmental protection** and the development of efficient energy solutions. Our objective is to prevent environmental pollution, continuously reduce unnecessary energy consumption through enhanced energy efficiency, and consistently improve our products and services in these key areas.

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## 6) Government and Authority Relations

Our engagement with state decision-makers and public authorities must consistently be **professional, ethical, and appropriate** in all circumstances.

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## 7) Integrity and Unclean Practices

We explicitly **reject and distance ourselves** from individuals and companies involved in **unethical or unclean business practices** who do not align with the core principles of this Code of Conduct.

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## 8) Human Rights and Equitable Employment

We uphold **human rights** and actively protect them within our area of influence. Our business activities must not result in discrimination against any person or the violation of their human rights. **MIK Projekt** is firmly dedicated to **fair working conditions** and complies with all pertinent employment regulations as an employer. We take a strong stand against all forms of **child labor or forced labor**.

We expect all employees to treat one another and third parties with **respect**. We have zero tolerance for workplace **harassment or discrimination**, particularly based on age, disability, origin, gender, religion, or sexual orientation.

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## 9) Promoting a Healthy Workplace

The primary criteria for employee professional development are **performance and potential**. We actively support employee training and continuous professional development, fostering a corporate culture where every employee is encouraged to contribute suggestions for improvement. We ensure our employees are informed about our company goals so we can achieve them collaboratively.

We maintain an **honest and fair dialogue** with our employee representatives and respect our employees' legal right to freedom of association. **MIK Projekt** proactively promotes employee **health** by minimizing occupational risks in daily work and offering programs to maintain fitness and well-being. Every employee is obligated to support our efforts to ensure safe working conditions and must be familiar with and comply with all relevant safety instructions and regulations.

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## 10) Legal Compliance and Ethical Business

**MIK Projekt** is committed to adhering to all legal, regulatory, and licensing requirements. All employees must know and comply with the regulations applicable to their specific area of responsibility.

**MIK Projekt** supports a market system founded on **free competition**. Anti-competitive behavior is strictly forbidden. All employees must rigorously comply with applicable competition law, especially **antitrust law**.

**MIK Projekt** absolutely rejects **corruption** in all its forms. We win contracts solely based on the quality and pricing of our outstanding products and services. Unacceptable business practices, including but not limited to **bribery, extortion, and corruption**, will not be tolerated. No employee is permitted to offer, promise, grant, or approve any unjustified advantages to others in connection with business activities. This prohibition applies equally to the acceptance of such unjustified advantages.

Allowances (gifts, payments, etc.) may only be made or accepted by employees if they are **appropriate** for a generally accepted purpose, conform to customary practices, and comply with internal guidelines. The fundamental requirement is always that no legal provisions are violated.

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## 11) Code Implementation and Enforcement

This Code of Conduct has been **communicated to all employees** of **MIK Projekt** and is accessible via the internet. We build awareness, knowledge, and correct behavioral patterns through dedicated and **regular training sessions** for our staff.



*Aleksandar Belikladić*

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DIRECTORS OF MIK PROJEKT