

Metal Tech Code of Ethics

At Metal Tech we consider sustainability to be an integral part of all activities and decision making, and as such, are committed to implement our own sustainable practices whilst sharing these principles with business partners to help foster a wider value chain set of ethics.

This Metal Tech Code of Ethics is a declaration of commitment to fulfil our responsibility:

- **Human Rights:**

We will not engage in or be complicit in the use of any form of forced or illegal labor including an uncompromising approach to sourcing of Conflict Minerals.

We will not tolerate discrimination of any kind.

- **Fairness in business:**

We will be direct, honest, transparent and fair in all our business dealings.

- **Respect towards others:**

We will treat everyone with courtesy and respect, value different opinions, and embrace diversity. We will allow people to express themselves, will care about people's well-being, and respect the need for life outside work.

- **Responsibility:**

We take full responsibility for our actions and performance, and for meeting our stakeholders' expectations.

- **Excellence and constant improvement:**

We strive to be the best, and encourage everyone who works with us – customers, suppliers and all other business partners – to pursue excellence as well.

We will be open and responsive to constructive criticism and suggestions for improvement.

- **Commitment to safety:**

We are committed to protecting the health and safety of workers and all the people who play a part in our operations.

- **Commitment to the environment:**

We will conduct our business with respect and care for the local and global environment, and systematically manage risks to drive sustainable business growth.

We will seek to continuously improve the environmental performance of our products and operations.

A blue ink signature of Ran Maimon, followed by his name and title: 'Ran Maimon', 'President', and 'Metal Tech'.

March 2022