



**evopipes**

PART OF RADIUS GROUP

*code of ethics*

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Dear colleagues,

Let me introduce you to Evopipes Code of Ethics, which is based on generally accepted ethical principles and company-defined core values. In this document we define how we should all act, make decisions and communicate with each other.

As a company, we grow and develop every year. We have become an important market player in the Baltics and the Nordic region, and we continue to move forward. As a company grows, it is important for us to maintain and strengthen relationships with each other, as well as to set values so that each of our new colleagues or business partners has a clear understanding of the values on which we base our work.

The Code of Ethics is based on five values that the Evopipes team has defined as the most important. They describe the company today and what we want to be tomorrow. These values are - Customer orientation; Development; Teamwork; Efficiency and Respect. Defining values was organized as a team effort, where everyone was given the opportunity to express themselves and show how he or she sees our company. Summarizing all the opinions, we came to the five most frequently mentioned values on which Evopipes is based. The values set in this way can live and exist in the company more truthfully than if only the managers make a decision.

Adherence to the Code of Ethics is not a matter of choice, but a shared commitment of all of us as an employee of the Evopipes team. Regardless of any position or responsibility, we are all responsible for the growth and reputation of the com-

pany. A code of ethics can serve as a basis on which to rely so as not to harm each other and the company.

I would like to emphasize that a code of ethics is not the only document that indicates how to act, make decisions, and treat each other. Our actions are based on legislation, the company's internal regulations and other documents or standards. This code of ethics also does not cover all possible issues and situations but serves as a guide to the basic principles of conduct and business ethics. If you are not sure what to do in a situation, seek advice before acting!

I believe that honest and ethical action on the part of us all will allow the company to continue to grow and develop, achieve the set goals, and move towards the vision. We will be proud not only that the result has been achieved, but also in what way.

Please everyone gets acquainted with the company's core values and code of ethics!

Thank you for your commitment! This will help us be the best in the industry!

P.S. As the world and business change daily, Evopipes does not stand still and keep up with the times, so the code of ethics can be updated as needed.

Edgars Viljkins  
CEO of SIA Evopipes

A handwritten blue ink signature of the name "Edgars Viljkins" followed by "CEO of SIA Evopipes". The signature is fluid and cursive, with a blue line extending from the end of the signature towards the bottom right corner of the page.



## EVOPIPES CODE OF ETHICS

### SCOPE OF THE CODE

EVOPIPES Code of Ethics provides guidelines based on the principles of behaviour defining our mutual relations, our relations with cooperation partners and the company. The Code applies to all the company's employees. Our partners are a significant part of the overall business process; therefore, we expect that their principles of cooperation and entrepreneurship will comply with generally accepted business practices and the vision of EVOPIPE.

### VISION OF EVOPIPES

#### What do we want to be like?

Priority choice for the partners in the construction industry in the Baltic and Nordic regions.

### MISSION OF EVOPIPES

#### What do we do and why?

To create sustainable, high-quality piping products and components that help customers build safe and efficient infrastructure. Our product designs should improve our customers' work efficiency.

mission ~~im~~possible

We operate throughout  
Scandinavia

We are here

### VALUES OF EVOPIPES

#### Principles of behaviour and decision making

The Code of Ethics is made from values on which EVOPIPES is based. These values accompany us throughout the process of implementation of our mission and lead to the achievement of goals and our vision. The employees of EVOPIPES have undertaken to include these values in their daily work and communication with the persons around them and expect to be treated following these values.



## EVOPIPES VALUES

### DEVELOPMENT

#### We are developing steadily

We believe that it is possible to change and improve every day. Initiatives, knowledge, and experience provide us to invest in technological solutions and infrastructure to grow together with our customers.

### EFFICIENCY

#### Using resources to create value

We handle resources, time, and energy at our disposal to find a useful balance among quality, speed, precision, and reasonable price.

### CUSTOMER-ORIENTED

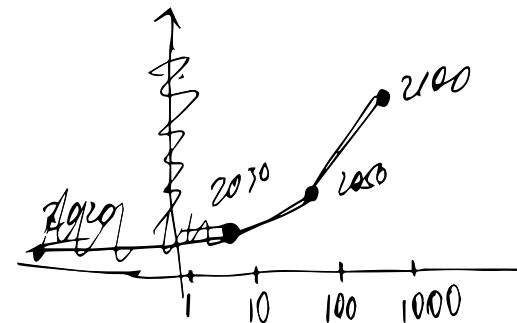
#### Customer keeps us active

Success is based on satisfied customers therefore we are looking for solutions that can help customers to implement high quality and ambitious projects. We look into the future together with our customers by building long-term cooperation and create innovative products suitable for contemporary demands.

### TEAMWORK

#### Driving force to reach the goal

The power of a team comes from personalities with various competencies and experiences. Our employees are free to speak, take the initiative, and be heard. As a result of cooperation, decisions are made, problems are solved, and goals are achieved.

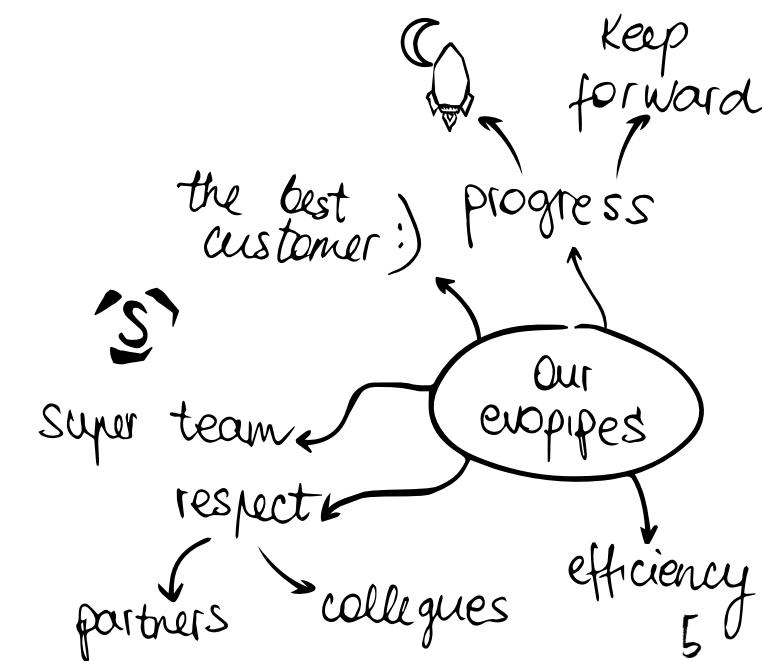


Better communication  
=  
Better relationships  
=  
More initiative  
=  
Better result

### RESPECT

#### Road to successful cooperation

To find a solution in a business-like manner with colleagues and business partners promotes more efficient cooperation. Respectful relations mean better communication. Involvement speeds up the processes and leads to a successful result.







## BUSINESS ETHICS

Actions taken by EVOPIPES as a company both in the internal and external environment are responsible and respectful towards the colleagues, customers, suppliers, and other partners the company cooperates with. EVOPIPES complies with legal requirements and ethical principles adopted by the company.

## FAIR COMPETITION

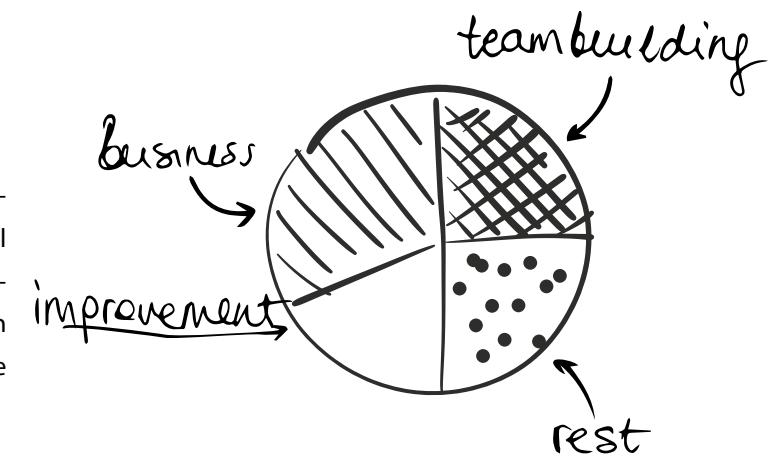
EVOPIPES does not engage in any agreements or unfair cooperation activities with competitors. Entrepreneurship activities are based on laws, competence, respect, and confidentiality. EVOPIPES supports fair and open competition.

## RELATIONS AND COMMUNICATION

Relations and mutual communication among colleagues, customers, suppliers, and cooperation partners comply with generally accepted business principles, is respectful and trustful regardless of the position, status, or situation.

## CONFLICT OF INTERESTS

In situations, when a decision may be affected by personal interests or gaining of benefits, employees of EVOPIPES inform their direct manager and voluntarily step down from the decision-making process.



## ENTERTAINMENT AND PRESENTS

Corporate presents and events to maintain business relations with customers, suppliers and other partners are integral parts of business relationships.

EVOPIPES does not support any presents and entertainment, if:

- They are excessively expensive and unusual for the business environment;
- They are offered as cash or cash equivalent;
- They may be considered as a bribe or remuneration;
- Presents are requested or expected from a partner.

Think before act!

Are these mine  
or company's  
interests?

## HUMAN RIGHTS

### EQUALITY

EVOPIPES is based on set values, which are considered in the daily processes, decision-making and relations with colleagues, customers, suppliers, and business partners, and are overarching regardless of the person's gender, race, orientation or religious affiliation.

### HARASSMENT

EVOPIPES does not tolerate a person's physical and/or emotional harassment of any kind. Bossing or mobbing relations at the workplace are not tolerated. The employees of EVOPIPES observe mutual respect. Appearance, dress code, treatment and way of communication is not challenging and/or abusive but complies with generally accepted business principles and complies with the norms of work ethics.

### POLITICAL ACTIVITY

The employees of EVOPIPES are entitled to participate in political processes outside their working hours, using private resources and expressing only their personal opinion and position according to laws applicable in each country, but only as far as it does not affect EVOPIPES business processes and reputation. The company is politically neutral. Employees, who participate in political activities, notify the company's management thereof.

### COMPANY'S PRIVACY

The company's privacy means the intellectual and financial property of EVOPIPES, commercial secret and the company's reputation that must be protected and honoured both whiles in the company's territory during and outside the working hours.

Keep information  
about yourself  
and company  
in a safe place.  
Reputation matters!

### EXPRESSING OPINION

EVOPIPES advocates free speech, however, the employees, when expressing their opinions publicly or making comments both verbally and on social networks, express solely their personal opinions, position or thoughts, without affecting the reputation and image of EVOPIPES and without involving the company's opinion and name therein.



No images and information of the company are posted on social networks, and no accounts on behalf of EVOPIPES are created arbitrarily, for example, on google.com, facebook.com, twitter.com, instagram.com, linkedin.com, youtube.com and other platforms.



EVOEL SMART  
FM-OH pipe

6

evopipes

EVOEL SM  
M-OH pipe

EVO



## LABOUR PROTECTION AND SAFETY

Employees in the territory of the company are provided with a safe working environment, observing the requirements specified in the legislation and performing periodic inspections of the working environment and prevention of risks. Employees are trained in occupational safety, are informed about how to act in emergencies and how to behave daily to avoid accidents at work. The company provides both personal and collective protective equipment.

EVOPIPES prohibits the consumption of alcohol and other intoxicating substances at the workplace and during working hours. In case of suspicion of a person being under the influence of any intoxicating substances, the employee is not admitted to/is suspended from professional duties until the situation is clarified.



## QUALITY, ENVIRONMENT AND ENERGY EFFICIENCY

EVOPIPES undertakes to provide customers with products of appropriate quality, and any employee may be a part of it by producing, moving, storing products, drawing up documentation or communicating with customers following established procedures.

EVOPIPES manages its business processes to ensure compliance with the requirements of the quality management system, reduce negative environmental impact and ensure efficient use of energy resources. EVOPIPES has certified its operations and processes according to the requirements of ISO 9001, ISO 14001 and ISO 50001 standards and follows the actions of suppliers within the context of the requirements of these standards.



## IMPLEMENTATION OF THE CODE OF ETHICS

The Code of Ethics is binding to all the employees of the company regardless of the position held and the term of the employment contract. The employee is introduced to the code upon joining SIA "EVOPIPES" and in cases when changes are made.

Employees of EVOPIPES are aware that each of them individually and altogether creates the company's image, as well as are identified with the company's name, and refrain from endangering it by their actions.

The Code of Ethics is based on:

- Laws and regulations of the Republic of Latvia
- Requirements of the ISO 9001; ISO 14001; ISO 50001 standards
- Decisions of the EVOPIPES team\*

\*This Code of Ethics has been developed by the EVOPIPES team and approved by the EVOPIPES management.



thanks,  
we made additions!





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