



Termoinženjering values in particular the application of fair business practices in the performance of its activities. Termoinženjering complies with all applicable laws, regulations and relevant codes governing business practices, processes and activities of the company. The company strives to maintain good relations and cooperation with all interested parties.

Termoinženjering, in compliance with its core business activity pays special attention to the prevention of the following:

Corruption and other illegal actions in business practices

Employees of Termoinženjering shall comply with applicable laws and regulations governing bribery, corruption, fraud and any other illegal activity that may be undertaken in business practices. Employees shall not offer, promise or unlawfully give preference, render a service or provide any incentives to any public administration officer, international organization or any other third party. This provision shall apply regardless of whether the unlawful advantage is offered directly or via an intermediary.

Gifts, hospitality and expenses (entertainment)

Employees shall not directly or indirectly offer gifts to employees of buyers/suppliers or their representatives or to anyone else related to them, except if such a gift has only a symbolic value. The provision of hospitality, such as social events, business lunches or dinners and other forms of entertainment may be offered only for business purposes if such costs remain within reasonable limits. Travel costs of an individual representing the company shall be borne by Termoinženjering. Expressions of hospitality, reimbursement of costs and gifts shall not be offered or received in situations when negotiations are going on about the conclusion of an agreement, participation in a tender or a contract award.

Money laundering

Employees of Termoinženjering shall firmly oppose to any kind of money laundering and they shall take measures to prevent financial transactions made by other parties in order to launder money.

Competition

Under no circumstances may employees of Termoinženjering cause or take part in any violation of general or special legal provisions governing competitiveness, such as illegal cooperation for the purpose of price setting, illegal distribution of the market share or any other behaviour that is an act of violation of the applicable laws governing competitiveness.

The Management of the company shall be responsible for the implementation of this policy and it shall ensure that all employees are aware of the principles set forth in this document. It is expected that all employees of Termoinženjering shall comply with the rules specified herein. Any breach of these rules shall be subject to the internal disciplinary procedure of Termoinženjering.