

# Ethical Code – Metalicone Technologies Ltd.

Dear company employee,

This Ethical Code of Metalicone Technologies represents the company's moral and ideological "identity card". The Code specifies the values, standards and appropriate rules of conduct for all company employees - based on the understanding that aspiring towards business excellence and achieving it is founded on prime organizational values. The qualities of teamwork, cooperation, mutual respect, respecting and observing national laws and company work procedures, these are the foundation of the ethical rules laid down in the company's Ethical Code.

The main values that make up the Ethical Code of Metalicone Technologies Ltd.

- Respect
- Integrity
- Personal responsibility
- Equal opportunity
- Honesty
- Justice
- Devotion
- Aspiration towards excellence

In order to fulfill these values, company employees commit to act in accordance with the following rules:

- A. Between company employees** - ensure a safe and healthy work environment, maintain mutual respect and open communication:
  - Act to prevent sexual harassment
  - Act to prevent discrimination of any type (including on the basis of religion, race, gender, or nationality)
  - Be attentive to the needs of workers with special needs.
- B. Work environment** - At each work station remain committed to safeguard company property as well as the working environment.
  - Guard professional information - including after concluding your term of employment at the company.
  - Positively avoid a situation of a conflict of interests with the company
- C. Company customers** - Employees undertake to respect the company's customers and their requirements, and respond professionally to each customer request. Employees will remain committed to guarding the property and business information of customers.
  - Respect people's right to privacy
  - Support the creation of an environment that facilitates personal and professional development while striking a balance between employees' work and personal lives.
- D. In dealing with our business partners and suppliers** – employees will act in a fair and businesslike manner and totally fulfill all commitments in a timely manner.
- E. Competition** - We compete with all our power while at the same time maintaining integrity and fairness.
- F. Social responsibility** is a central value of the company. Therefore employees will act in the interest of becoming involved and contributing to the community - with health, security and preserving the surrounding environment as our top priorities. Neither the company nor its facilities shall be used as a tool to advance personal or political goals.

## Accountability of all company employees

If you detect signs of unethical behavior in the company, or encounter a situation in which the Ethical Code is being violated and/or a law is being violated and/or company procedures are being violated, or have discovered such violations after they have occurred, you must report each instance to your direct supervisor and/or the human resources manager who is charged with applying the company's Code.

Each such report will be handled discreetly in the broadest and most complete manner. Metalicone forbids – and will do all in its power to prevent—any harm coming to an employee who, in good faith, reports unethical behavior.

## Decision making

All decisions made in the framework of a company position must conform with the values of the company's Ethical Code.

## Importance of the Ethical Code

Metalicone will take into consideration the extent of an employee's ethical conduct towards his/her professional advancement in the organization including in a managerial capacity. The company will assign clear preference to employees who have a proven track record of respect for others, integrity and devotion as well as those who inspire an ethical atmosphere and serve as examples and an ethical compass for other company employees.

**We are committed to treating each other and the Company with respect and integrity**

*Together we will create a culture of respect and success!*