

We are pleased to work with state-of-the-art technologies meeting customers' highly demanding requirements.

**GROWTH**

SUCCESSFUL ACHIEVEMENT OF SMALL OBJECTIVES WILL NOT ENSURE THE GROWTH. ONLY AMBITIOUS GOALS THROUGH DIFFICULTIES IN FULFILLING THEM WILL GUARANTEE THE FUTURE.

**INNOVATION**

NO PRODUCT HAS FINAL FUNCTIONALITY, QUALITY, TECHNOLOGY AND ECONOMICS. THERE'S ALWAYS ROOM FOR IMPROVEMENT.

**COMMUNICATION**

COMMUNICATION IS THE BASIS FOR UNDERSTANDING. CONSTANT AND CORRECT COMMUNICATION IS THE BASIS OF RELATIONS BETWEEN EMPLOYEES AND IS ALSO THE BASIS OF TEAMWORK AND ERROR-FREE WORK.

**QUALITY**

HIGH QUALITY PROVIDES US A SATISFIED CUSTOMER, JOB CONTENTMENT AND A PROMISING FUTURE. QUALITY MEANS NOT ONLY THE QUALITY OF FINAL PRODUCT BUT ALSO THE QUALITY OF THE LIFE AND WORK ENVIRONMENT.

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- The management accepts responsibility for the effectiveness of the IMS and has determined the evaluation of process-targets in accordance with the context of the organization, taking into account internal and external aspects and considering risks and opportunities.
- The management constantly creates the necessary organizational, personnel and financial resources for the maintenance, development and continuous improvement of IMS (ISO 9001:2015; ISO 14001:2015; legal requirements)

**CODE OF ETHICS**

The basis of MODELÁRNA LIAZ's activities is the behavior and actions of all employees towards the company, co-workers, customers, business partners and the public.

**CUSTOMER**

all our activities are aimed at customer satisfaction

**COMPANY**

the interest of the company is a priority, my satisfaction also depends on its prosperity, the good name of the company is connected with my actions

**SUPPLIER**

the most suitable supplier is a valued business partner that will allow us to have satisfied customers

**QUALITY**

we perform our work in such a way that the quality of our products and the level of provided services are constantly improving

**COMMUNICATION**

we respect each other, we communicate openly, we respect good interpersonal relationships as well as relationships between subordinates and superiors

**TEAM**

the basis of our success is mutual cooperation and equal attitude to all employees

**DEMANDS**

we place high demands on ourselves, we fulfil work tasks responsibly, with quality and on time, with the aim of company development and professional growth

**ECONOMICS**

we act efficiently and economically, protect the company's assets and increase the efficiency of the project

**ENVIRONMENT**

we support healthy workplace environment and our work contributes to a safe, clean and ecological environment

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**ECONOMIC RESPONSIBILITIES**

- The employe equality is embedded in our business values, business plan and overall organization culture
- The Code of Ethics is applied in the daily conduct of all employees, towards our customers and suppliers
- We strictly comply with the legal regulations that govern our processes, we constantly monitor and implement them into internal regulations

**SOCIAL RESPONSIBILITIES**

- We only employ people who meet the conditions set by law
- We offer flexible working conditions, such as part-time work or homeoffice
- We respect the privacy and rights of employees
- We reject unacceptable treatment of employees such as harassment or discrimination
- We have established internal policies and procedures preventing all forms of violence and sexual harassment at work
- We cooperate in education with secondary vocational schools and universities
- We keep running on company-financed education and training programmes
- Our goal is to invest in workplace policies and programmes that open avenues for everyone's advancement at all levels and across all business areas
- We pay equal remuneration, including benefits and bonuses, for work of equal value.
- All the employees on every position get more than a minimum living wage

**ENVIRONMENTAL RESPONSIBILITIES**

- We support healthy working conditions
- Through our work, we contribute to a safe, clean and ecological environment
- We assess the impact of our activities and products on the environment
- We use modern materials, technologies and procedures to prevent adverse effects during use and disposal.



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