

ROYTEC BUSINESS ETHICS PRINCIPLES

The company recognizes the significance of our business ethics policies as a tool for meeting our desired successes. How we conduct ourselves in all aspects of our dealings with customers, employees, suppliers and the public determines the perceptions of our company and the way we conduct business. The following principles help drive our business ethics and how we mirror those to our customers, employees, suppliers and the public.

1. TRUST

Assured reliance on the character, ability, strength and truth of our company.

2. AN OPEN MIND

To continuously improve, we must be open to new ideas by asking for opinions and feedback from customers, employees, and suppliers.

3. MEET OBLIGATIONS

Regardless of the circumstances, gain the trust of employees, customers, and suppliers by honoring all commitments and obligations.

4. CLEAR DOCUMENTATION

Make sure we do not misrepresent or misinterpret by having clear, precise and professional documentation.

5. COMMUNITY INVOLVED

Become involved and stay involved in community related issues and activities. Be a responsible community contributor.

6. MAINTAIN ACCOUNTING CONTROL

Have a hands-on approach to accounting and record keeping making sure that not only we are sure of our progress for the company, but knowledgeable of any questionable activities that allows us to end any dubious activities promptly.

7. RESPECTFULNESS

Regardless of differences, positions, titles, age, race, gender, sexual orientation, national origin, religious preference, or other type of distinctions, always treat others with respect and courtesy.

Roytec Industries LLC is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. Roytec Industries will not tolerate or condone human trafficking or slavery in any part of our global organization. Roytec Industries employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom Roytec Industries conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.