

Ethics Policy

At SIA VOLBURG and SIA Accilator Volburg Automotive, our operations are firmly grounded in a commitment to comply with all applicable national laws, regulations, and rules relevant to our business activities.

However, our approach to ethics goes beyond mere legal compliance. We believe that integrity is a fundamental value we must uphold—even in cases where certain actions might be legally permitted. We recognize and respect that local customs and traditions may vary across regions, but honesty is a universal value, appreciated in every culture. Dishonesty, on the other hand, undermines trust and leads to judgments that demoralize and damage reputations. A solid reputation for conducting business carefully and responsibly is, in itself, an invaluable corporate asset.

We care not only about *what* results we achieve, but also *how* we achieve them. We expect every individual—from board members and managers to every employee—to act with honesty and fairness in all dealings, whether with colleagues, customers, suppliers, partners, or competitors.

Our company does not tolerate any form of dishonesty or legal shortcuts, even if they could deliver short-term results. We uphold a high standard of integrity throughout the organization, and we will not support or tolerate any employee who achieves results by unethical means. Company leaders actively support and encourage all employees who choose to follow our ethical standards and who refuse to exploit opportunities that would compromise those values.

Transparency and accuracy in financial and accounting records are of utmost importance. Every business transaction must be recorded truthfully and precisely. Any falsification of accounting data or the creation or maintenance of unregistered bank accounts is strictly prohibited. Employees are expected to be honest and responsive with both internal and external (independent) auditors.

Openness and accountability are essential for the success of our organization. We expect all employees to comply with our policies and internal control mechanisms. When information is withheld from senior management or auditors, it sends a dangerous message to others – that company policies can be ignored if inconvenient. This mindset leads to corruption and a breakdown in morale.

We firmly believe that a successful and sustainable company must be built on transparency, honesty, and responsibility in every aspect of its operations—from accounting and budgeting to project assessments and everyday decision-making.

CEO of SIA “Volburg”
K. Rokens



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