



INTEGRITY IN EVERY PART.

How we do business: honestly, lawfully and with respect for people, partners and the environment.

OUR COMMITMENT

PRECISION IN METAL. HONESTY IN BUSINESS.

Since 1965 Fabrika Veglave has built its reputation on reliable work and fair dealing. We comply with the laws of Kosovo and of every country where we do business, and we expect the same from everyone who works with us. This statement summarises the principles that apply to our employees, management and business partners.

POLICY AREAS

THE RULES WE WORK BY.

01

ANTI-BRIBERY & CORRUPTION

We never offer, give, request or accept bribes, kickbacks or facilitation payments, directly or through agents, intermediaries or family members.

03

HUMAN RIGHTS & LABOUR

No forced, bonded or child labour and no human trafficking. Workers are never charged recruitment fees, and their identity documents are never withheld.

05

FAIR COMPETITION

We win work on quality, price and delivery. We do not fix prices, share markets or rig bids, and we treat confidential tender information with care.

02

GIFTS & HOSPITALITY

Only modest, occasional gifts and hospitality are allowed. Nothing may be given or received to influence a decision, and never cash or cash equivalents.

04

CONFLICTS OF INTEREST

Employees declare any personal, family or financial interest that could affect a business decision, and step aside from that decision.

06

ACCURATE RECORDS

Every transaction is recorded truthfully and completely. No hidden accounts, false invoices or misleading entries, for any reason.

APPLIES TO

All employees and management

Agents and representatives

Subcontractors and suppliers

Joint-venture and project partners

IN PRACTICE

WE DO

Choose suppliers on quality, price and delivery

Record gifts and hospitality given or received

Raise concerns early and openly

WE NEVER

Pay to speed up permits, customs or inspections

Hide a payment inside a commission or fee

Punish anyone for reporting in good faith

ZERO TOLERANCE

Breaches of this statement lead to disciplinary action, up to dismissal or termination of the business relationship.

GUIDED BY

Kosovo law

U.S. FCPA

UK Bribery Act

FAR 52.222-50

ISO 9001 · 14001 · 45001



SPEAK UP

SEE SOMETHING WRONG? REPORT IT.

Employees, suppliers and clients can report suspected bribery, fraud, unsafe work, abuse of workers or any breach of this statement. Reports made in good faith are protected: nobody will be dismissed, demoted or treated unfairly for raising a concern.

01

REPORT

Speak to your manager or to company management, or write to info@plus-ks.com. Reports can be made confidentially.

02

REVIEW

Management reviews every report promptly and fairly, and keeps the identity of the reporter confidential.

03

ACT

Where a breach is confirmed, we correct it, take disciplinary action and, where required, inform the authorities.

OUR SUPPLY CHAIN

WHAT WE EXPECT FROM PARTNERS.

- Comply with all applicable anti-bribery and anti-corruption laws
- Safe working conditions and fair treatment of workers
- Respect for the environment and responsible use of resources
- No forced, bonded or child labour anywhere in the supply chain
- Materials supplied with certificates and full traceability
- Compliance with export controls and international sanctions

MANAGEMENT POLICIES

QUALITY, ENVIRONMENT, SAFETY, DATA.

ISO 9001

QUALITY

Every part is made and checked against the drawing and the relevant ISO standards in our own laboratory.

ISO 14001

ENVIRONMENT

We cut waste, recycle offcuts and metal chips, and reduce energy used per part.

ISO 45001

HEALTH & SAFETY

Safety is built into every stage, with training, protective equipment and safe machines.

PRIVACY

DATA PROTECTION

Personal and client data, including drawings, is kept confidential and used only for its purpose.

APPROVED BY MANAGEMENT

INTEGRITY IS PART OF EVERY PART WE MAKE.

This statement is reviewed every year and shared with all employees and key business partners.

Kemajl Zariqi

GENERAL MANAGER

01.06.2026

DATE

COMPLIANCE CONTACT

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