



RADIATOR KINGS

The Spirit of Craftmanship

www.radiatorkings.co.zw



CODE OF CONDUCT



Code of Conduct: Radiator Kings

Committed to Excellence, Integrity, and Sustainability in Heat Transfer Solutions

Introduction

This Code of Conduct outlines the principles and expectations that guide our behavior at Radiator Kings . It applies to all employees, contractors, suppliers, and partners. We are

committed to upholding the highest standards of ethics, safety, and professionalism in the radiator industry.

Our Core Values

Integrity	:	We act honestly and transparently in all business dealings.
Quality	:	We deliver durable, efficient, and safe radiator products.
Respect	:	We treat everyone — customers, colleagues, and partners — with dignity.
Innovation	:	We embrace new technologies and ideas to improve performance.
Sustainability	:	We minimize environmental impact and promote responsible manufacturing.

Workplace Conduct

- Maintain a respectful, inclusive, and harassment-free environment.
- Uphold equal opportunity regardless of race, gender, religion, or background.
- Foster teamwork, open communication, and mutual support.

Legal and Ethical Compliance

- Comply with all local and international laws, including labor, safety, and environmental regulations.
- Avoid conflicts of interest and disclose any potential ethical concerns.
- Reject bribery, corruption, and unethical sourcing.

Product Safety and Quality

- Follow strict quality control procedures throughout design, production, and delivery.
- Ensure all radiators meet or exceed industry standards and customer expectations.
- Report and address defects or safety concerns immediately.

Environmental Responsibility

- Use energy-efficient materials and processes.
- Reduce waste and promote recycling of metals and coolants.

Confidentiality and Data Protection

- Protect proprietary information and customer data.
- Use digital systems responsibly and guard against cyber threats.
- Comply with data privacy laws such as local equivalents.

Reporting and Accountability

- Encourage employees to report misconduct or violations confidentially.
- Investigate concerns promptly and fairly.
- Apply disciplinary action consistently and transparently.

Acknowledgment

All employees and partners must read & understand this Code of Conduct. Managers are responsible for ensuring compliance and providing guidance.



RADIATOR KINGS

The Spirit of Craftmanship

www.radiatorkings.co.zw

