

EKATO Code of Conduct

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EKATO Code of Conduct

1. Basic guidelines

- Compliance with applicable laws and regulations is obvious in our company. Our employees are required to comply with the legal regulations and provisions applicable to their area of activity.
- In particular, our company observes national and international laws governing the import, export or domestic trade of goods, technology or services, as well as the handling of certain products and the movement of capital and payments. Our company also complies with national and international embargo and export control regulations.
- Any form of bribery is forbidden in our company, whether from public officials or in business dealings. Our employees are prohibited from claiming, promising or accepting money or valuables as compensation for the purchase of products or other services. Any material or financial contribution to employees or agents as compensation for preferential business dealings is prohibited.
- Our company is committed to ethical, fair and open competition. Our employees are prohibited from making arrangements that influence competition in an improper manner. National competition laws must be adhered to and enforced by all employees of our company.

2. Handling information and intellectual property

- Our company is fully committed to the protection of intellectual property and third party copyright. We do not use dishonest methods to obtain the trade secrets of our competitors or to obtain company-internal and confidential information about them. We do not participate in the unauthorized use, duplication, distribution or modification of software or other intellectual property.
- Our employees are required to maintain secrecy about company and business secrets and other internal matters. This applies to information about contractual partners and customers that is not publicly available, even after termination of the employment relationship.

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- Our house ensures compliance with data protection regulations. Any type of processing of personal data must be in accordance with applicable data protection law. Documents containing personal information about employees are kept confidential and protected against unauthorized access.

3. Environmental protection and sustainability

- Our company complies with applicable environmental laws, regulations and standards.
- Our company is always committed to the responsible use and procurement of natural resources in the manufacture and distribution of our products and services.

4. Social responsibility

- Our company is committed to equal opportunities and a supportive work environment characterized by respect and tolerance, recognizing the value and dignity of each, and treating each other with courtesy, honesty and dignity. Harassment, bullying and intimidation are prohibited.
- The prohibition of child labor and forced labor is respected in our company.
- Our company respects the diverse cultural, ethnic and religious backgrounds and is committed to the principle of equality, regardless of nationality, race or ethnic origin, age, disability, appearance and other physical constitution, skin color, sexual orientation, gender, religion and belief or any other protected characteristics by law. Personnel-related decisions must be made free of any discrimination. Our company does not tolerate any discriminatory behavior towards employees or applicants.
- Our company respects the dignity and personal rights of our employees and third parties with whom we have business relations.

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- Occupational safety and health at work is ensured under national provisions. Our company adheres to the legal regulations for the protection of fair working conditions including remuneration, working hours and privacy.

5. Compliance with the Code of Conduct

- The Code of Conduct must be handed over and followed by every employee of our company.
- Our company will comply with the core values contained in the Code of Conduct in all business areas by implementing all appropriate organizational measures and appropriate policies and processes.
- Violations of the Code of Conduct and legal regulations may, depending on their gravity, result in labor and liability consequences.

EKATO Holding GmbH
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