

Code of Conduct

Dear Sir or Madam

Our company is committed to business practices with ecological and social responsibility deeply anchored within our corporate philosophy. Our Code of Conduct serves as a guide that helps us fulfil our legal and ethical obligations in an exemplary manner. Adhering to these guidelines underscores our commitment to transparency, accountability, and excellence.

This Code of Conduct, which applies without exception to all of our employees, management, and business partners, establishes, among others, the following standards of conduct:

- No tolerance for forced labour, child labour or improper treatment
- Ensuring fair compensation
- Protecting health and safety in the workplace
- Responsible waste management and handling of hazardous materials
- Efforts to minimise the use of raw materials and natural resources
- Strict adherence to rules for fair trade and competition

If you have any further questions, please do not hesitate to contact us

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Daniel Schkalda
Managing Director

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