
Code of Conduct

Integrity and Ethics:

We are committed to the highest integrity and ethics in all our business activities.

We act in accordance with applicable laws and regulations and respect intellectual property and confidential information.

Customer focus:

We put the needs of our customers at the center of our activities and strive to meet their requirements.

Quality standards:

We are committed to meet customer requirements when providing merchandise and carry out tests on merchandise using the latest technology and the highest quality standards.

Transparency:

We communicate openly and honestly with our customers, suppliers and other stakeholders and provide clear information about products and prices.

Equality and diversity:

We promote equality and diversity in the workplace and in our business relationships by supporting equal opportunities and inclusion and rejecting discrimination in any form.

Rejection of child labor:

We strongly condemn and reject any form of child labor in our supply chains and business partners and are committed to complying with international standards for the protection of children.

Conflict avoidance:

We avoid conflicts of interest and treat all parties fairly and equitably.

Data protection:

We protect the confidential information and personal data of our business partners and employees and comply with all data protection laws.

Safety and sustainability:

We contribute to the safety of electrical components and the sustainability of the industry by adhering to environmental standards and safety regulations.

Fair competition:

We maintain fair competition and respect the rights and obligations of our competitors.

Professional development:

We promote the professional development and knowledge of our employees and are committed to maintaining professional standards and training.

Complaints & queries:

We provide our customers and stakeholders with a transparent and effective mechanism for lodging complaints and queries.

Responsibility:

We take full responsibility for our actions and their impact on the community and the environment.

Compliance with the Code of Conduct:

All relevant interested parties are encouraged to respect and comply with this Code of Conduct. Violations will be seriously punished.

This code of conduct should be respected by all parties involved in order to promote ethical behavior and professional standards and to increase the trust of customers and business partners. Companies and individuals who adhere to this Code contribute to the integrity and sustainability of the entire industry.

Reporting violations and reporting whistleblowers:

Anyone who observes or is aware of violations of the Code of Conduct is encouraged to report these violations.

Confidentiality and protection of whistleblowers:

The identity of whistleblowers is kept strictly confidential and safeguards are put in place to protect them from possible reprisals.

Reporting channels:

The report is sent to compliance@aktina-cds.com. The email address is processed exclusively by the management. Possible violations can also be reported anonymously here.

Investigation and measures:

After a violation is reported, a thorough investigation will begin. Depending on the outcome of the investigation, action may be taken to address the violation. This may include disciplinary action, a correction of business practices or legal action against those who have breached the Code of Conduct.

Communication with whistleblowers:

Whistleblowers should be kept informed of the progress of the investigation where possible to maintain confidence in the process and the whistleblower is not anonymous.

Establishing an effective whistleblowing system and clarifying procedures for reporting violations are critical to ensuring that the Code of Conduct is effectively enforced and ethical behavior is promoted. This helps to ensure the integrity of the AKTINA CDS and compliance with ethical standards.

Information on reporting violations can also be found on the website [About Us - AKTINA CDS \(aktina-cds.com\)](https://www.aktina-cds.com)