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## **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:**

The needs of our customers are the focus of our activities. We do everything we can to fulfill your requirements in the best possible way.

### **Quality standards:**

We are committed to meeting the requirements of our customers when providing merchandise. We use state-of-the-art technology and the highest quality standards to carry out comprehensive tests on our products.

### **Transparency:**

Open and honest communication with our customers, suppliers and other stakeholders is important to us. We provide clear information on products and prices.

### **Equality and diversity:**

We promote equality and diversity in the workplace and in our business relationships. Equal opportunities and inclusion are important to us, and we reject discrimination in any form.

### **Rejection of child labor:**

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

### **Conflict avoidance:**

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

### **Data protection:**

The protection of confidential information and personal data is of the utmost importance to us. We 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 protection standards and safety regulations. In addition, we implement active measures to reduce the impact of climate change and to comply with supply chain due diligence throughout our supply chain.

### **Fair competition:**

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

### **Professional development:**

Promoting the professional development and knowledge of our employees is important to us. We are committed to compliance with professional standards and training.

### **Complaints & queries:**

We provide a transparent and effective mechanism for our customers and stakeholders to submit complaints and requests.

### **Responsibility:**

We take full responsibility for our actions and their impact on the community and the environment, particularly in relation to climate change.

### **Compliance with the Code of Conduct:**

All relevant interested parties are requested to respect and comply with this Code of Conduct. Violations will be seriously penalized. Compliance with this Code promotes ethical behavior and professional standards and strengthens the trust of our 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](mailto: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 \(aktina-cds.com\)](http://aktina-cds.com)