

This document contains the Code of Conduct for all interactions with employees, suppliers, customers, organisations and other parties:

- All individuals and organisations must be treated with respect. In dealing with business partners and government institutions, decisions shall be made free of considerations that do not relate to the business at hand or that involve personal interests.
- The discrimination of individuals based on gender, disability, ethnic or cultural origin, religion, age or sexual orientation is explicitly condemned in all business processes of CA Anlagentechnik GmbH and is not tolerated by the management.
- In accordance with the United Nations Convention on Human Rights and the Convention on the Rights of the Child, exploitation of workers shall not be tolerated.
- CA Anlagentechnik GmbH shall abide by collective agreements or employment contracts!

If any such anti-social behaviour is found to exist, cooperation with the company or organisation shall be terminated.

If such activity is observed when visiting or evaluating a customer, the management must be informed!

This misconduct is to be examined and, if necessary, sanctioned by the management.