

Ethical rules and principles of lawful behaviour**CODE OF BUSINESS CONDUCT OF KRONGAARD GMBH****Preamble**

Since KRONGAARD was founded, strict compliance with and adherence to legal regulations has been our top priority and a fundamental part of our value culture. In addition, other basic ethical rules form the foundation of our business activities and a trusting relationship both internally and with our subcontractors, consultants, suppliers and customers.

The shareholders and the management are therefore expressly and unreservedly committed to the basic legal and ethical values. We operate a functioning compliance management system, which we constantly develop further, in order to prevent, identify and penalise any violations of our core values.

Our core values are summarised below, and we expect all our business partners to adhere to them. We therefore ask you to confirm the content of this Code of Business Conduct by expressly including it in our contractual relationship.

Principle

Law-abiding behaviour is the unconditional guiding principle of our entrepreneurial activities. In addition, the social and ecological aspects listed below form a cornerstone of our actions. Together with our business partners, from whom we expect the same level of care, we bear responsibility for a functioning market based on high ethical standards.

No discrimination and protection of human rights

We do not tolerate any discrimination on the grounds of race, ethnic origin, gender, religion or belief, disability, age or sexual identity.

The prohibition of child labour, forced labour and slavery must be observed at all times. We and our business partners also ensure that the statutory provisions on labour protection and freedom of association are complied with.

No corruption

We do not tolerate any form of corruption.

This includes in particular the criminal offences of bribery and corruptibility as well as granting and accepting benefits.

No violations of antitrust law

We fully accept free competition and select our suppliers and customers solely on a competitive basis after comparing prices, quality, performance and suitability of the products or services offered.

Accordingly, we also do not tolerate any form of antitrust violations by our business partners.

Environmental management and occupational safety

It is also our obligation and the obligation of our business partners to avoid hazards to people and the environment and to use resources carefully and sparingly. Processes, operating facilities and equipment must comply with legal and internal regulations on occupational safety and health, fire and environmental protection. Where applicable, this also includes compliance with legal bans on chemicals and substances containing mercury as well as the proper handling of hazardous waste in compliance with legal import and export bans.

Information security and data protection

Compliance with all relevant data protection regulations is a top priority in our joint business activities. In addition, suitable precautions which at least meet the legal standard must always be taken to protect confidential information.

Infringements and sanctions

Compliance with the above-mentioned basic values is our top priority when working with all our business partners.

By including this Code of Business Conduct, you also confirm to us the validity of and compliance with these principles in our cooperation.

In the event of violations of this Code of Business Conduct, we reserve the right to terminate the cooperation with immediate effect.

If a business partner has indications that a violation of the basic values is imminent in his company or at a supplier within the supply chain, he must inform KRONGAARD immediately.

At the same time, our business partners have the opportunity to report violations of this Code of Business Conduct in the course of their cooperation with KRONGAARD. Further information on this can be found [here](#).

The Management Board:

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