

Code of Conduct for Employee Speck| Circutec

1. Respect and cooperation

We treat all people respectfully, appreciatively and fairly.

Discrimination, bullying, intimidation, violence or sexual harassment will not be tolerated.

2. Conduct in accordance with the law

All employees are obliged to comply with applicable laws, internal guidelines and work instructions.

3. Conflicts of interest

Private interests must not influence business decisions.

Conflicts of interest must be disclosed.

4. Corruption and gifts

Bribery and corruption are prohibited.

Gifts or invitations may only be accepted or given if they are appropriate, transparent and legally permissible.

5. Protection of company assets

Company property must be handled with care and used only for permitted purposes.

Confidential information must be protected.

6. Data protection and IT security

Personal data and confidential information must be protected from unauthorized access.

IT systems must not be misused.

7. Occupational safety and environment

Every employee is responsible for safety, health and environmental protection.

Dangerous situations must be reported immediately.

8. Reporting violations

Violations of laws, internal guidelines or this code must be reported.

Whistleblowers are protected from discrimination.