



## CODE OF CONDUCT



Stand 12.07.2021



<p>At SATec, we recognize and protect the worth of employees, and treat them with respect.</p> <p>We are committed to ensuring that all employees can do their jobs in a working environment free of sexual, psychological and physical harassment.</p>	<p><b><i>HUMAN RIGHTS AND NON-DISCRIMINATION</i></b></p>
<p>The prohibition of child labor and forced labor in any form is observed.</p>	<p><b><i>CHILD LABOR</i></b></p>
<p>Our employees belong to different cultures and come from different backgrounds. We expect our employees to impartially protect and promote this diversity among one another.</p> <p>In the same manner, fundamental rules of mutual respect and politeness are indispensable and accordingly must be exemplified as self-explanatory.</p>	<p><b><i>RESPECT AND POLITENESS</i></b></p>
<p>Every manager in the SATec has the responsibility to know all safety provisions, which are applicable to them, and to train their employees accordingly.</p> <p>Health and safety take the highest priority at SATec.</p>	<p><b><i>HEALTH AND SAFETY</i></b></p>
<p>Sustainable environmental and climate protection and resource efficiency are important corporate goals for us.</p> <p>The environment and climate are kept as low as possible.</p> <p>Every employee has a responsibility to treat natural resources and to contribute to the protection of the climate.</p>	<p><b><i>PROTECTION OF THE ENVIRONMENT</i></b></p>
<p>The selection of serious, honest business partners and the concomitant protection of the reputation of the company and its employees hold the highest priority of SATec.</p>	<p><b><i>INVOLVEMENT WITH BUSINESS PARTNERS</i></b></p>



<p>SATec is dedicated to fair and free competition, and strictly refuses to engage in any commercial conduct or business agreements that impair, restrict or distort competition.</p>	<p><b><i>FAIR COMPETITION</i></b></p>
<p>In order to protect our reputation and ensure trusting cooperation, we also expected the same compliant conduct and fundamental attitude from our suppliers, service partners and customers.</p> <p>For this reason, integrity is a key selection criterion for cooperation with business partners.</p>	<p><b><i>INTEGRITY WITHIN THE VALUE CHAIN</i></b></p>
<p>Employees are not permitted to exploits internal company knowledge for the personal gain of themselves or others.</p>	<p><b><i>DEALING WITH INSIDER INFORMATION</i></b></p>
<p>Donations are made only on a voluntary basis and without expectation of any consideration in return.</p>	<p><b><i>DONATIONS AND SPONSORING</i></b></p>

SATec GmbH  
Am Pfaffenkogel 15  
83483 Bischofswiesen, Germany

Phone: +49 8652 979 779 0  
[www.satec-gmbh.eu](http://www.satec-gmbh.eu)

