

Code of Conduct

Foreword

1zu1 is committed to socially, environmentally and ethically responsible corporate governance and expects the same commitment from our partner companies.

1. Scope of application

This Code of Conduct defines the principles and requirements regarding the respective responsibilities vis-a-vis people and the environment at 1zu1scale GmbH.

2. Compliance with the law

+ We adhere to the applicable laws, standards and regulations.

3. Social responsibility

- + We respect the dignity, privacy and personal rights of every individual, regardless of their skin color, nationality, social background, gender, age, religion, ...
- + We promote good and safe working conditions, and respect human rights.
- + We do not tolerate personal harassment, discrimination or unacceptable treatment of employees.
- + We provide fair remuneration for our employees.
- + We do not use forced or child labor at any stage of production and adhere to the recommendations of the ILO conventions concerning the minimum age for the employment of children.
- + We take responsibility for the health and safety of our employees.
- + We take the best possible precautions to prevent accidents and occupational illness.

4. Environmental responsibility

- + We observe the applicable norms and standards regarding environmental protection.
- + We are committed to ensuring a responsible and careful approach to the environment and natural resources.
- + We strive to minimize our energy consumption and improve energy efficiency.

5. Ethical business conduct

- + We are committed to open and fair competition and do not enter into any price agreements or activities with our competitors which may influence the market.
- + We pursue a zero-tolerance policy regarding corruption, bribery, extortion and embezzlement.
- + We do not collaborate with countries that are at war.
- + We are against the production of weaponry in principle; therefore we do not produce weapons or parts intended for weapons.
- + We will never knowingly use conflict minerals from non-certified refineries in conflict regions in our products.
- + We respect the intellectual property rights of third parties.
- + Confidentiality and data protection are our top priority.