

Chromtech Compliance Rules

PREAMBLE

Competence, willingness to perform and responsible actions of all employees characterize the CHROMTECH GmbH. Both the management and the employees therefore declare themselves bound to the values, principles and actions. The declared goal of the company management is the observance of ethical norms and the creation of a work environment that promotes integrity, respect and fairness. This helps one law-compliant and principled business policy to a forward-looking, positive corporate development. The management and each employee and distributor are responsible for adhering to the principles of this Code of Conduct.

BEHAVIOR / OBLIGATIONS OF MANAGEMENT

CHROMTECH GmbH strives to act economically, socially and environmentally conscious. The Corporate culture is characterized by ethical principles and the protection of the fair competition in all markets in which the company operates. Relationships with our employees and business partners (distribution partners, customers, Suppliers) should be characterized by mutual reliability and sustainability. As socially responsible employer, CHROMTECH GmbH values its employees like also their distribution partners. Business success is with the employees in return shared for her great commitment. The company offers every employee the opportunity of professional and personal development, demands and promotes an open exchange of views, as well as criticism and ideas, but unlawful discrimination or harassment, of any kind, strictly condemned. All business papers and books of the CHROMTECH GmbH must represent correctly all business transaction and comply with the legal requirements and the accounting principles and internal accounting procedures of CHROMTECH GmbH correspond. For this it is essential that all relevant facts are correct and complete recorded as well as comprehensibly documented and archived.

RIGHT OF CONFORMITY

Fair competition is important to CHROMTECH GmbH. Fair competition means all compliance with applicable laws and other relevant provisions regarding antitrust bans, competition and restrictions of competition at home and abroad. This applies to all internal CHROMTECH business activities, but also in the same way relationship with customers and suppliers. Unfair advantage over customers, suppliers or competitors should therefore be avoided.

CORRUPTION BAN

CHROMTECH GmbH strives to be successful in the competition by price, performance and quality of its products and services and is therefore strictly against corruption and bribery. Employees and distribution partners of CHROMTECH GmbH may not demand, accept, offer or grant any personal benefits (such as donations, vouchers, invitations, gifts) from business partners when initiating, awarding or processing an order. A general restraint is also in the grant or acceptance of invitations and gifts offered, which fall under the concept of "socially customary benefits" (because they are not made with the purpose of illegal preference in connection with, for example, contract awards), since the appearance of improper influence may arise.

CONDUCT / OBLIGATIONS OF EMPLOYEES AND DISTRIBUTION PARTNERS

CHROMTECH GmbH expects full loyalty towards the company from its employees and sales partners at all times. They have the duty to promote the legitimate interests of CHROMTECH GmbH as far as possible. For this reason, any competition with the company should be avoided. This avoids situations in which their personal or financial interests conflict with those of CHROMTECH GmbH, for example when entering into business relationships with competitors, suppliers or customers (in a private environment). In addition, employees and distributors may not gain personal benefits directly and / or indirectly through access to confidential information because of their position. Each employee and distributor is required to treat equipment and tools as well as information and communication systems carefully and appropriately to protect against loss, damage, theft, embezzlement or to protect from destruction. Fast, smooth exchange of information within the company should be through every employee and sales partner. That includes that information is correctly and completely forwarded to the affected areas, if not priority interests exist due to any confidentiality obligations. Relevant knowledge must not be unlawfully withheld, falsified or selectively passed on.

PROTECTION OF BUSINESS SECRETS

Its know-how is of particular importance for the long-term success of a company. The loss of trade secrets may therefore have a negative impact on the future success of the company and thus directly on the employees and distribution partners. Therefore, it is imperative to protect the intellectual property of CHROMTECH GmbH from third parties and against unauthorized access by third parties. In addition to knowledge of inventions and prototypes and other confidential information, technical designs, business papers, salary data, customer details, suppliers, and software are also intellectual property. This does not apply if publication of the information has been approved by CHROMTECH GmbH or if it is mandatory due to laws or regulations. All confidential information concerning the company, including those that are made confidential by third parties, must also be kept confidential and must not be disclosed to unauthorized persons or shared on social media. It is therefore necessary to ensure that the given safety standards are observed both in personal communication and in electronic communication with third parties.

DATA PROTECTION

CHROMTECH GmbH uses all personal information about employees, customers, business partners and suppliers as well as other third parties carefully and confidentially in full compliance with the valid data protection laws. The backup of all data takes place on the basis of the current security standards.