



Code of Conduct for NERAK:

It complies with common compliance and ISO standards (e.g., ISO 9001, ISO 45001) and takes into account legal frameworks such as German labor law, the Supply Chain Due Diligence Act, and the GDPR.

Code of Conduct of NERAK GmbH Fördertechnik:

Preamble

This Code of Conduct defines the fundamental values, principles, and rules of conduct of NERAK GmbH Fördertechnik. It serves as a binding guideline for all employees, managers, and business partners. Integrity, quality, and responsibility are the cornerstones of our corporate actions.

1. Core Values and Company Principles

- **Integrity and Honesty:** We always act honestly, transparently, and in line with our values.
- **Responsibility:** We take responsibility for our products, our employees, our customers, and the environment.
- **Sustainability:** Resource conservation, energy efficiency, and sustainable production processes are integral to our actions.
- **Respect:** We respect the dignity of every individual, regardless of origin, gender, religion, or beliefs.

2. Compliance with Laws and Regulations

- We are committed to complying with all applicable laws, standards, and regulatory requirements in Germany and in all countries where we operate.
- Corruption, bribery, and other unethical business practices are strictly prohibited.
- We align our procurement processes with the German Supply Chain Due Diligence Act (LkSG) and apply risk-based and compliant manner.

3. Employee Relations

- **Equal Treatment:** Discrimination, bullying, or harassment of any kind will not be tolerated.
- **Occupational Safety:** We provide a safe and healthy working environment (in accordance with occupational health and safety regulations).
- **Training and Development:** We promote the continuous education and training of our employees.
- **Employee Representation:** We respect the rights of employee representatives.

4. Quality and Customer Satisfaction

- We maintain the highest standards for product quality, safety, and reliability.
- We ensure quality through a DIN EN ISO 9001:2015 certified management.
- Complaints and claims are handled transparently and with a customer-focused approach.

5. Environmental and Climate Protection

- We are committed to minimizing environmental risks and reducing our ecological footprint.
- Waste prevention, recycling, and energy efficiency are integral parts of our processes.
- We promote sustainable technologies and innovations.

6. Data Protection and Information Security

- We protect personal data in accordance with the GDPR.
- Trade and business secrets are treated confidentially.
- IT security policies must be observed at all times.

7. Relations with Business Partners

- We expect our suppliers and partners to comply with laws, ethical standards, and sustainability criteria.



- Fair competition practices are binding for us.
- Conflicts of interest must be disclosed and avoided.

8. Prohibition of Corruption and Acceptance of Benefits

- No acceptance or granting of gifts or invitations that could influence business decisions.
- Sponsorships and donations are made transparently and in accordance with our compliance guidelines.

9. Reporting of Violations and Whistleblowing

- Every employee is required to report violations of this Code of Conduct.
- A confidential and secure reporting channel is available.
- Whistleblowers are protected against retaliation.

10. Scope and Sanctions

- This Code of Conduct applies to all employees, managers, and bodies of NERAK GmbH Fördertechnik.
- Violations may result in disciplinary, civil, or criminal consequences.
- The management regularly reviews compliance with and updates of this Code.