



Code of Conduct

Guidelines for everyday business and ethical principles

INTRODUCTION

Our company Cryotec Anlagenbau GmbH, located in Wurzen, Saxony, specializes in innovative solutions for air separation plants, CO2 technologies and small-scale LNG plants. The production hall at our headquarters in Wurzen has 2,000 m² of production space and 5,000 m² of storage space, enabling CRYOTEC to realize all projects in-house - Made in Germany. Our engineers and specialists take over comprehensive engineering services for you, both nationally and internationally. Our portfolio ranges from planning, manufacturing, assembly and commissioning of a project to after-sales service. Our tailor-made solutions include all technical, economic and ecological aspects in order to be able to guarantee customer-specific requirements.

GENERAL REQUIREMENTS

As an employer in the technical field, Cryotec Anlagenbau GmbH is aware of its social and ethical responsibility. With our Code of Conduct, we record fundamental values to which we orient ourselves. We expect our employees to respect these values and to practically implement the principles laid down here in their daily work. We also expect our suppliers to comply with the standards set out here.

COMPLIANCE WITH CODE OF CONDUCT

Cryotec Anlagenbau GmbH reserves the right to check compliance with the rules laid down here for example in the form of audits and to adjust them if necessary.

In the event of violations of the standards or fundamental laws set forth herein, we will act consistently, including by taking steps under labor law or by terminating the business relationship.

ETHICAL PRINCIPLES

Our ethical principles are characterized by:

- Loyalty and respect towards our employees, as well as our customers and suppliers
- Protection of people and the environment
- Zero tolerance of discrimination based on gender, origin, nationality, religion, age, disability or sexual orientation
- Fair working conditions and statutory minimum wages
- Compliance with regulations on working hours, health protection, and product and occupational safety
- The effort of continuous improvement

Guidelines in detail

- 1. Respect for human rights
- 2. Observance of fair working conditions
- 3. Elimination of all forms of forced labour, child labour and trafficking in human beings
- 4. Elimination of all forms of discrimination
- 5. Respect of health and safety at work
- 6. Observance of environmental protection
- 7. Fight against all forms of corruption
- 8. Protection of intellectual property and prevention of the marketing of counterfeit parts
- 9. Observance of privacy guidelines

1. Respect of human rights

Cryotec Anlagenbau GmbH is expressly committed to the protection of human rights within its sphere of influence. We commit ourselves not to participate in any form of human rights violations, neither directly nor indirectly.

2. Preservation of fair working conditions

Our company pays attention to fair working conditions for all employees. This includes compliance with the respective national regulations on working hours as well as the right to appropriate remuneration, which is oriented at least to the respective statutory minimum wages. Likewise, all contractually agreed salaries, benefits and nationally prescribed social benefits are paid or deducted. Cryotec Anlagenbau GmbH supports the qualification of its employees. We also expect from our suppliers that they pay their employees appropriately and have fair working conditions as a basis.

3. Elimination of all forms of forced labor, child labor and trafficking in persons

Cryotec Anlagenbau GmbH prohibits any forced labor. This includes all work or services which are forced from a person under threat of punishment or which a person does not perform voluntarily. This also applies to all suppliers of our company. Cryotec Anlagenbau GmbH is also committed to the prohibition of all child labor and human trafficking. We demand that our suppliers do not tolerate any form of child labor or human trafficking in their company.

We expect that our suppliers do not allow young employees to perform dangerous work, that they observe national regulations on the employment of minors and that they do not hinder the education of children by employing them.

4. Elimination of all forms of discrimination

In our company, any form of discrimination is rejected. Thereby, we respect the privacy of our employees. Equal opportunity and diversity are our top priorities and demonstrate that only skills and qualifications serve as the basis for employment decisions. For employment decisions (Promotions, further training measures) Cryotec Anlagenbau GmbH rejects any form of sexual harassment of employees and takes all legal measures against it. We also expect our suppliers to promote equal opportunities and diversity and to prevent discrimination in employment decisions and sexual harassment.

5. Observance of occupational health and safety

The employees of our company are our most valuable asset. We are therefore all committed to preventing accidents and damage to health in connection with our activities.



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All employees are obliged to apply the necessary safety regulations in the workplace. Violations of safety regulations must be reported immediately to the responsible office within the company. Our occupational health and safety policy strictly prohibits drugs and alcohol in the workplace, violence in any form, as well as assault in the workplace, sexual harassment, threats and intimidation. Our suppliers must also comply with applicable national occupational health and safety legislation. They must actively contribute to the prevention of occupational accidents, illnesses or fatalities and to the creation of a safe and healthy working environment.

6. Observance of the environment

Environmental protection laws are to be observed. Our employees are aware of the impact of their ecological responsibility. We act in an environmentally conscious manner and ensure our own economic success through thrift. Resources are to be used sparingly.

Our preventive measures include:

- the reduction of energy consumption and greenhouse gas emissions
- the management of natural resources (no tropical wood as packaging material)
- the avoidance of waste
- the economical use of water
- responsible waste separation

We also require our suppliers to comply with applicable national environmental laws, regulations and standards..

Care must be taken to ensure that no permanent environmental damage is caused by our behavior and our work.

7. Fighting all forms of corruption

We refrain from any form of bribery and/or corruption. Decision-making processes must not be influenced in any way by improper benefits (cash, non-cash benefits, pleasure trips, etc.). Conflicts of interest must be avoided. Should a personal interest or conflict of interest exist, this must be disclosed. We also expect our suppliers to prohibit any form of corruption and bribery. In addition, our suppliers are not permitted to enter into price agreements with competitors or similar agreements. Exceptions to this are the company's internal rules on gifts and invitations, on which employees are trained in detail.

8. Protection of intellectual property

Our trade secrets are an essential part of our company's success. Our employees are prohibited from disclosing to third parties' information that both, our company and our customers have a special interest in keeping confidential. This includes in particular technical data, operating data, customer information or financial secrets. Internal controls and regulations prevent counterfeit or non-relatable parts from entering circulation. We also expect this from our suppliers.

9. Compliance with the requirements of privacy

Our company, Cryotec Anlagenbau GmbH, guarantees that the processing of personal data complies with the applicable requirements and regulations of data protection. We place the highest demands on information security, which ensures the processing of the information of our customers, suppliers and employees.

HOW TO REPORT LEGAL VIOLATIONS

The employees of our company are required to report violations immediately. None of the employees will suffer any disadvantage if they comply with their duty to report. In this case, the first contact person is the direct supervisor. In the case of reports, the employees themselves may decide whether their names may be mentioned. At the same time, our company also ensures protection against unjustified suspicion. Spying and denunciations are not tolerated.

NOTE

To make the text easier to read, the gender symbol * indicates that this corresponds to the gender-neutral designation. Even in the case of multiple mentions, all persons of any gender, origin, religion or sexual identity are explicitly addressed.

LEGAL NOTICE

CONTACT

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