

OUR
**CODE OF
CONDUCT**
PRINCIPLES

BASIC PRINCIPLE OF THE WE.CONECT CODE OF CONDUCT

At we.CONECT Global Leaders, we are deeply committed to acting ethically, lawfully, and with utmost integrity. This commitment permeates every aspect of our operations, including the way we communicate with each other. Internal communication plays a pivotal role in shaping our company culture, team dynamics, and overall morale.

We are aware of our social and personal responsibility and have therefore agreed on the following Code of Conduct. This serves as a guideline for respectful behavior in our daily interactions. It is intended to help prevent any behavior that violates the dignity of our employees and customers.

It's not just about what we convey, but how we convey it. We expect our employees to uphold these principles in all interactions, whether it's a formal meeting, a casual chat, or an email exchange. Our communication should reflect respect, empathy, and a genuine interest in understanding each other's perspectives.

We recognize our social and personal responsibility and have enshrined it in this Code of Conduct. It serves as a guideline for respectful behavior, especially in our day-to-day communications. Our aim is to deter any behavior that diminishes the dignity of our employees and customers.

As an employer, we are committed to ensuring that all our employees can work in a discrimination-free environment in which diversity and difference are seen as an opportunity and in which all employees are treated with equal respect and appreciation. We firmly believe that neither ethnic origin, ancestry, gender, sexual identity or orientation, religion or belief, disability or age should lead to personal or professional disadvantages.

Discrimination, in any form, is antithetical to our values. We vehemently oppose sexism, racism, anti-semitism, and other discriminatory behaviors. Our zero-tolerance stance is unwavering when it comes to any behavior that undermines the personal dignity of our team members or creates an intimidating, hostile, or degrading environment.

Handling relationships ethically, lawfully and with integrity doesn't stop at our colleagues; we expect this of anyone who works with or on behalf of we.CONECT.



CONTENTS

- I** Behaviour towards our customers
- II** Behaviour towards our employees
- III** Behaviour towards governmental laws and other regulations
- IV** Environmental responsibility and social engagement
- V** Reporting system for violations

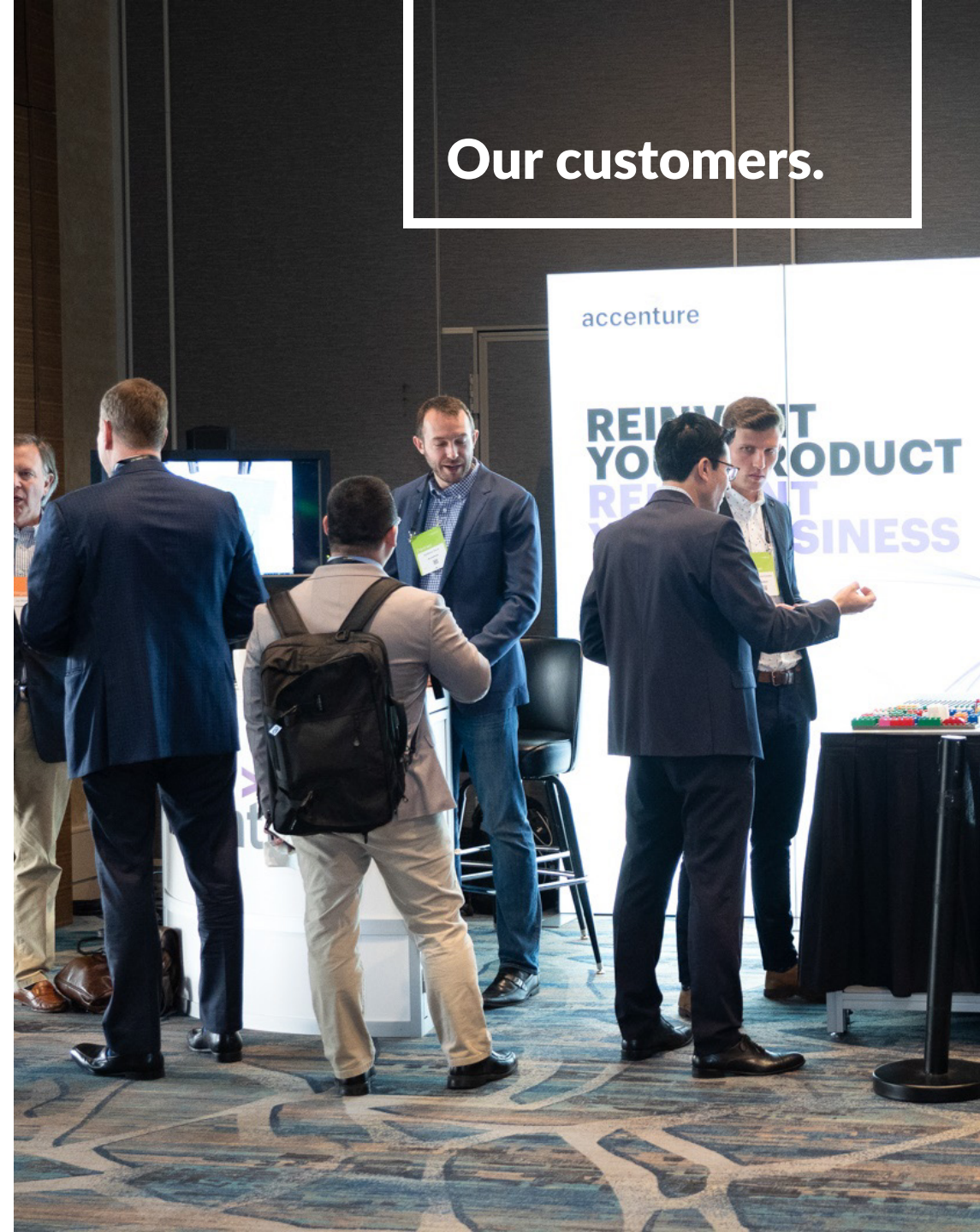
BEHAVIOUR TOWARDS OUR CUSTOMERS

The relationship with our customers is based on mutual trust, deep respect and honesty. Although we work closely together with our clients, we never lose the required distance in both professional and personal interaction. This is an absolute necessity for delivering our product and services on an eye to eye level. Our independence is not negotiable. We convince our customers with outstanding products and without any financial or other benefits. This is the basis for the mutual trust between our clients and our company. We pay very close attention to the protection of data privacy and according policies of our customers.

Our customers are expected to have a commitment to treat their employees with respect and dignity. As a minimum, employees shall not be threatened with or subjected to any form of harassment or inhumane treatment, including threats of violence, corporal punishment or any other form of physical, sexual, psychological or verbal coercion, harassment or abuse. When working with us, we require that our customers treat all we.CONECT employees and customers with equal respect.

It is an essential part of our success that we recruit and retain an international employees base with a broad range of skills, experiences and ideas. Our customers should respect and share our commitment to equality and inclusivity.

Our customers.





BEHAVIOUR TOWARDS OUR EMPLOYEES

DIGNITY AND RESPECT

At we.CONECT, we believe that the foundation of a thriving workplace is built on open, honest, and above all, respectful communication. Our commitment to ensuring a professional and positive atmosphere stems from our understanding that how we interact with each other directly affects our collective productivity, well-being, and the overall company culture.

We expect every member of our team to communicate with their colleagues in a manner that is courteous, constructive, and considerate. E-mails, meetings, casual conversations, or any other form of communication should be approached with a sense of empathy and understanding, always keeping in mind the impact of our words and actions on others.

Derogatory comments, aggressive tones, or any behavior that diminishes or belittles another colleague not only goes against our Code of Conduct but also undermines the trust and cohesion we strive to build within our teams. We place immense value on fostering a culture where every voice is heard, and every idea is valued, but this is only possible in an environment where mutual respect is a given.

Our employees.

We urge all employees to be conscious of their communication style, to seek feedback when necessary, and to be open to adjusting their approach to ensure a harmonious workplace. In instances where concerns arise regarding communication, we encourage transparent dialogue and proactive solutions, always with the aim of upholding the dignity and respect of all involved.

We are committed to upholding a professional, positive, inclusive and safe workplace, treating all employees with dignity and respect in an harassment-free environment. We do not tolerate discrimination and we will not tolerate retaliation in any form against anyone for raising concerns or reporting what they genuinely believe to be improper, unethical or inappropriate behavior.

DIVERSITY AS LIVED PRACTICE

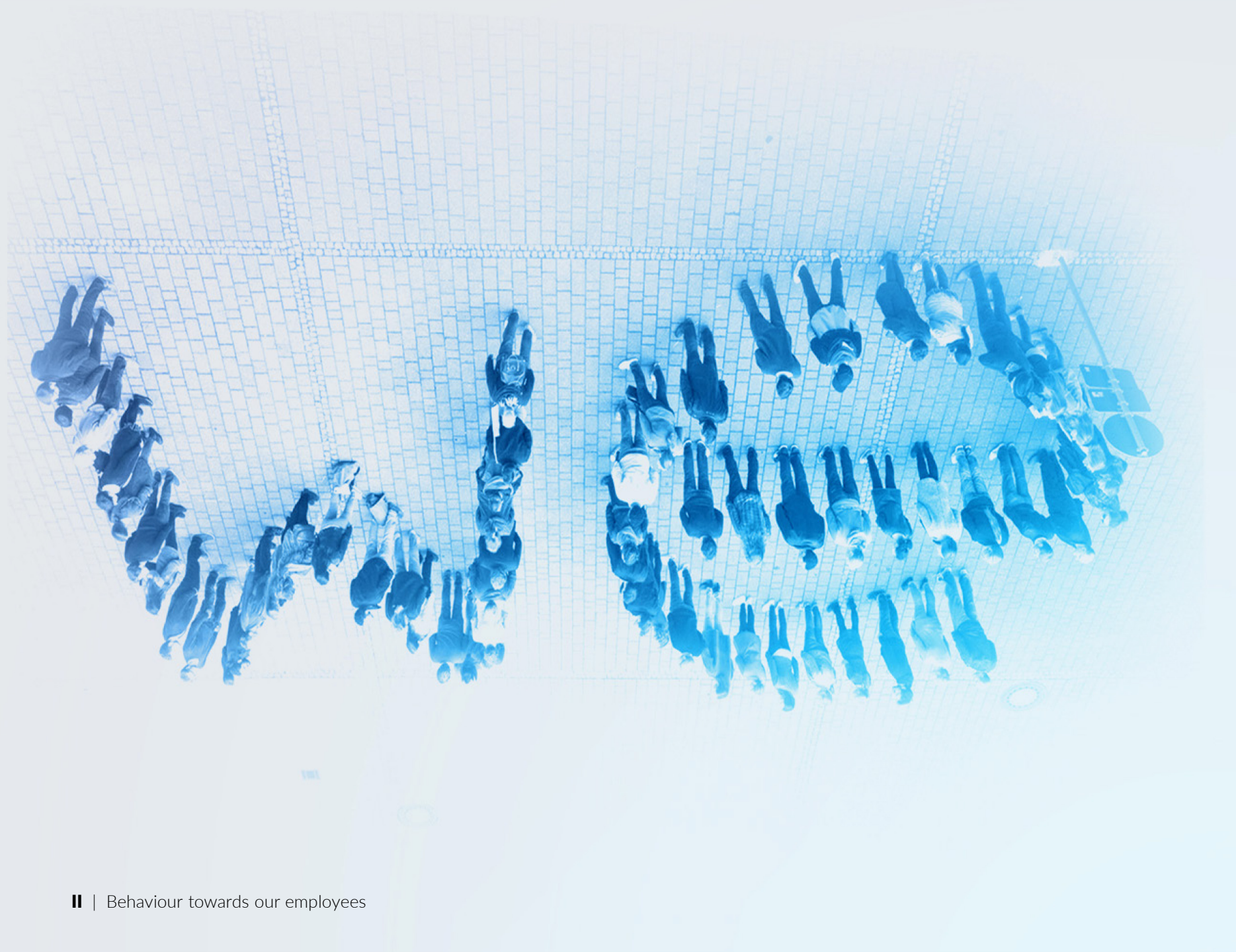
At we.CONECT, we view diversity as lived variety and consider it an enhancement. We respect all people regardless of status, gender, origin, skin color, religion, ideology, age, health impairment or sexual orientation and support different life situations and designs. We are committed to putting equality into practice to ensure real equality of opportunity and equal participation. The essential criteria in the selection and development of our employees are skills and qualifications. We value an engaging, high-quality and modern work environment that encourages interaction and exchange. We also believe that the safety and well-being of our employees are essential to our business success.

INAPPROPRIATE BEHAVIOR AND DISCRIMINATION

Explicitly, no form of sexism, racism, discrimination, bullying or sexual harassment will be tolerated at we.CONECT, such as:

- Sexual Harassment and Sexualized Discrimination - This includes verbal, nonverbal, or physical sexually-determined or sexualized conduct that is harassing, offensive, derogatory, or humiliating and consequently unwelcome.
- Bullying - An act affecting the dignity of a person that purposefully and systematically injures the other person and devalues, isolates, and excludes him or her.
- Threats and violence - Activities by which other persons are attacked, threatened or psychologically or physically injured during work.





WE STAND BY THE SIDE OF THOSE AFFECTED!

We take our legal, social and ethical responsibilities seriously, and recognize that breaches of our Code of Conduct, could significantly harm our people, business or reputation. All we.CONECT employees are therefore required to comply with our Code of Conduct at all times. Especially those who hold management positions are responsible to promote knowledge of our we.CONECT Code of Conduct in practice and to regular monitor compliance with it.

We are committed to helping those affected fully and with all available resources and to proactively address inappropriate behavior and discrimination.

BEHAVIOUR TOWARDS GOVERNMENTAL LAWS AND OTHER REGULATIONS

LAWS AND REGULATIONS

It is paramount for us to comply with the laws and regulations of all countries in which we operate. We do nothing or abstain from anything that would lead to a violation of laws. There are no exceptions due to industry standards or regional customs. Similarly we require from our customers, business partners, service providers and suppliers to comply with all applicable and relevant laws, standards and guidelines.

FIGHTING FRAUD

Unfortunately, all companies have to deal with the issue of fraud. Any fraud committed at the expense of a colleague, the company or business partners is a violation of the Code of Conduct. Fraud will not be tolerated in the company. Fraud is a criminal offense and will be prosecuted in all cases. We have set up appropriate control mechanisms to prevent fraud, detect and minimize fraud.



Law &
regulations.



CORRUPTION AND BRIBERY

We have a zero-tolerance policy towards corruption and bribery in all its forms; it is contrary to our values and our Code of Conduct. Therefore every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery.

FAIR COMPETITION

We never engage in any practices that are anti-competitive or which limit competition through illegal or unlawful means. We comply at all times with all relevant competition and antitrust laws including when sharing or receiving information from third parties. While we may employ former employees of competitors or suppliers, we always recognize and respect the obligations of those employees to not use or disclose the confidential information of their former employers.

ENVIRONMENTAL RESPONSIBILITY AND SOCIAL ENGAGEMENT

We believe that when the business operates to the highest environmental, social and governance standards we perform more efficiently; attract and retain staff and make a difference to the communities we serve. We believe it is vital to create an environment where people can be their best and to grow their skills and experiences across our product lines and territories we operate in.

Environmental awareness is according to our beliefs ethical and a corporate responsibility. We will comply with environmental regulations and standards applicable to our operations to minimize environmental pollution and to contribute to environmental protection. We also strive to continuously improve our energy efficiency and eliminating wasteful use of energy.

A core strength of we.CONECT employees is their commitment and passion for the communities we live in and serve. We want to make a real difference to the world & people around us, not just for customers through our great products, but for those less able to help themselves. Therefore we support every year dozens of projects to non governmental organizations, fundraising efforts & projects for people all over the world which really needs support.

We encourage our employees to get involved in their communities and enable our people to give time and money to good causes.



Environment
& social
engagement.

REPORTING SYSTEM FOR VIOLATIONS



**CLICK FOR
ANONYMOUS
REPORT**

Violations of our we.CONNECT Code of Conduct can be reported in different ways:

REPORTING TO A/THE SUPERVISOR(S)

Anyone who believes in good faith that employees have been discriminated against or harassed should report this misconduct to their supervisor or department head or the board of directors.

REPORTING TO THE HR DEPARTMENT

Any form of abuse of our Code of Conduct can also be referred to a neutral authority within our company at any time if necessary. The HR department is particularly suitable for this purpose and can register violations in a non-judgmental manner.

ANONYMOUS REPORTING OF VIOLATIONS

If someone wishes to remain anonymous, they can contact our whistleblower system that we have set up for reporting suspected violations. It is designed to make it easy to make disclosures, without fear of retaliation.

- What is a Whistleblower?: A whistleblower is the Anglicism for a person who publishes information important to the public from a secret or protected context.
- You can find our whistleblower system here: <http://whistle/>

WE
CARE.