



Caelo-Info 410

Caesar & Loretz GmbH – Code of Conduct

Introduction

With this Code of Conduct, Caesar & Loretz GmbH (Caelo) aims to strengthen and further expand its corporate culture, in line with its ethno-social responsibility, to establish a dependable, fair and sound working partnership on which employees, contractors and customers can rely in equal measure.

The system of values defined in the following guidelines is meant to supplement the currently applicable national laws and rules in particular those relating to safety at work, environmental protection and competition, observance of which is a matter of course for us also in the context of our international cooperation with suppliers, partners and producers.

1 Working conditions

We feel committed to creating and maintaining good working conditions in every corporate area to ensure fair, respectful, and supportive dealings with employees, contractors and customers. Forced or child labour is not tolerated in any business environment, irrespective of the location where our products are produced.

2 Discrimination and racism

We want to ensure and maintain, across our employment environment, working conditions entirely free from discrimination and harassment on grounds of ethnic or national origin, skin colour, gender, religion, social background, sexual identity, physical constitution or any other personal attributes. We encourage an appreciative and respectful conduct towards one another and stand up for equal opportunities and equal treatment in professional and personal terms. These basic standards shall extend to all company relevant decisions relating in particular to recruitment, occupation, training, employee assessment, promotion and remuneration.

3 Freedom of association

All employees have the right to join or set up associations geared to protect and promote the interests of all staff members. Collective actions undertaken within the given statutory framework are accepted without restrictions. Irrespective thereof, we encourage every single employee to address topics or issues important to him or her directly and openly.

4 Health and safety

We are committed to ensuring that our employees' health and safety at work is not endangered and that all staff is supported in their effort to create a healthy working environment and to prevent accidents or damages to health. Therefore it is essential that every employee assumes responsibility for the observance of all existing rules in respect of health and safety at work.



5 Corruption and bribery

To avoid even the appearance of corruption and bribery, we undertake not to accept or offer any gifts and other benefits when dealing with business partners, to prevent potential conflicts of interest. Benefits of any kind aimed at obtaining unfair advantages or contracts are not tolerated in our company.

6 Environmental protection

We undertake to prevent or minimise negative impacts on the environment as best as possible through an economical and resource-preserving behaviour. With our aim to drive forward energy efficient and environmentally friendly working practices, to the extent dictated by technical feasibility and affordability, we go beyond existing legal requirements.

7 Implementation

We expect each and every employee to adhere to the principles set out above and to take an active part in the further development and strengthening of our company philosophy.

We attach great importance to cooperating exclusively with business partners (suppliers, service providers and traders) who share ethical and moral standards comparable to those defined in our Code of Conduct.

A handwritten signature in blue ink that reads "J. Reinges".

Juliane Reinges
(CEO)