



Code of Conduct

CLADE GmbH/ CLADE AG

CLADE

Code of Conduct

- 01** Human Rights and Working Conditions
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- 03** Environmental Protection and Occupational Safety
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- 05** Product Safety
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Our company is committed to promoting a culture of trust and integrity based on ethical business practices. Compliance with this Code of Conduct is mandatory for all employees, suppliers, and customers.

This Code of Conduct reflects our commitment to social responsibility, environmental protection, and the protection of human rights. By adhering to these principles, we can collectively have a positive impact on our community and society as a whole. Our leaders and compliance team are always available for questions or concerns.



01 Human Rights and Working Conditions

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1.1 Human Dignity and Non-Discrimination: We commit to respecting the dignity of every individual and reject any form of discrimination based on race, gender, religion, nationality, ethnicity, sexual orientation, gender identity, age, or disability. Every employee, supplier, and customer has the right to work in an environment or conduct business free from harassment, bullying, or discrimination.

1.2 Working Conditions: We strive to provide our employees with safe, healthy, and fair working conditions. This includes reasonable working hours, breaks, and vacation days, as well as appropriate compensation and benefits in accordance with applicable laws and collective agreements.

1.3 Forced Labor and Child Labor: We reject any form of forced labor or involuntary work, including debt bondage and forced labor camps. Child labor is not tolerated.

02 Protection of Information



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2.1 Confidentiality: Employees, suppliers, and customers may have access to confidential information related to our company, our customers, or other parties. It is our responsibility to protect this information and use it only for the purpose of conducting business. Disclosure of confidential information to unauthorized third parties is strictly prohibited.

2.2 Intellectual Property: We respect the intellectual property of others and ensure that our own intellectual property is adequately protected. The use or dissemination of copyrighted materials or trademarks without the appropriate permissions is prohibited.

A person wearing a blue short-sleeved shirt is holding a large, round, green moss ball in their hands. The moss ball is made of many small, thin green strands of moss. The background is a soft, out-of-focus blue.

03 Environmental Protection and Occupational Safety

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3.1 Environmental Protection: Our company is committed to promoting environmentally friendly practices that minimize the environmental impacts of our business activities. We advocate for the efficient use of resources, reduction of waste and emissions, promote recycling, and utilize renewable energy wherever possible.

3.2 Occupational Safety: The safety and well-being of our employees are our top priority. We ensure that our employees receive appropriate training to work safely and responsibly. Risks are identified and minimized to prevent workplace accidents and health hazards.



04 Management and Leadership System

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4.1 Responsibility and Integrity: Our leaders serve as role models for ethical behavior and are responsible for promoting a corporate culture that values integrity, openness, and transparency. We expect our employees to adhere to these values and use the appropriate channel to report ethical concerns or violations.

4.2 Reporting Mechanisms: We provide employees with a clear and confidential reporting mechanism to report ethical concerns or violations of the Code of Conduct. Whistleblowers are protected from retaliation, and all reported incidents are carefully investigated.



05 Product Safety

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Quality and Safety: We are aware of our responsibility to provide products of the highest quality that comply with applicable safety standards. Our products must meet the expectations of our customers and must not pose any risk to health or safety.



06 Business Etiquette

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6.1 Honesty and Fairness: Our company is committed to honesty and fairness in all business relationships. We communicate transparently and openly and make business decisions based on facts and ethical principles.

6.2 Conflict Resolution: We aim for a constructive resolution of conflicts and disagreements, both internally and externally. We behave respectfully and professionally and strive to find common solutions that are in the interests of all parties.

Contact Code of Conduct

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