

# Code of Conduct

Our four values – Integrity, Innovation, Quality, and Winning – constitute the foundation on which CeramicSpeed is built. As all four values are equally relevant in our everyday work, ‘Integrity’ stands out when it comes to how we do business. And not only how we do it, but how we do it properly.

Integrity is the core in all dilemmas and decisions regarding “the right thing to do” and the answer to all ethical dilemmas we may have faced or will face, over time. When the overall goal is to maintain our integrity, most answers will come naturally.

At CeramicSpeed we have signed the UN Global Compact in which we’ve committed to lead our business according to the compact’s [10 Principles](#). In the following, we outline our ethical codex which constitutes our Code of Conduct.

*Jacob Csizmadia*  
CEO, CeramicSpeed A/S

## **Bribery**

At CeramicSpeed we have a zero tolerance of bribery. Our understanding of bribery is money and other valuables that are given or received with the purpose of reaching favoritism or any kind of partisanship.

Our zero tolerance regards both customers, suppliers, partners, and employees. We do not tolerate either accepting or offering bribes.

## **Presents**

The exchange of presents is a natural part of working with customers and suppliers. At CeramicSpeed we accept presents to the extent that the presents are not given with an intention of receiving anything in return.

Our policy on presents goes both ways. Just as we accept to receive presents that does not fall under the category of bribery, so do we ourselves use presents to express our gratitude to customers, partners, and suppliers. Presents coming from CeramicSpeed are always free of expectations and never given with the purpose of influencing or impacting our business relationship with the receiver of the present.

We do not accept or give money as presents – no matter the circumstances.

## **Suppliers**

We expect of all our suppliers, that they recognize and live up to their environmental and social responsibilities. We have a clear goal to build a supply chain with high focus on environmental and sustainable production. For us to do that, we need our suppliers to live up to their responsibilities and constantly higher the expectations to their own supply chains.

## **Discrimination**

At CeramicSpeed all employees are equal. No matter ethnicity, gender, age, or position. All employees are being treated with respect and

we expect all employees to treat customers, partners, and suppliers equally and respectfully.

## **Human Rights**

Living up to the principles of Human Rights, is an essential part of our ethical codex. Having signed the UN Global Compact we are obliged to do business according to the principles as defined by the UN. We support the UN declaration on human rights, and it is continued process for us to secure that we – as well as our suppliers – live up to the declaration.

## **Support of Teams and Athletes**

As part of professional sports, we are continuously working closely with professional athletes and teams. No CeramicSpeed sponsored team or athlete is ever sponsored due to political, ethnical, or religious reasons.

We differentiate between sports and all kinds of politics, religion, and ethnicity. Supporting a team or athlete does not mean that we support nor agree with the politicians, states or regimes behind the individual team or athlete.

Furthermore, we do not in any ways support or accept doping, cheating or unsportsmanlike conduct.

## **Whistleblower Policy**

To ensure that all employees can express criticism of critical circumstances related to CeramicSpeed, without fearing for negative consequences, we have a whistleblower scheme.

All employees can fill out the scheme that is being monitored and handled by top management. The purpose of the whistleblower scheme is to be able to act upon any critical actions or circumstances related to CeramicSpeed as a business or any CeramicSpeed employee. All incidents reported through the scheme is being acted upon immediately and handled accordingly to the situation.