

Code of Conduct



1. Objective of the Code of Conduct

Our business policy requires adherence to behavioral principles shared by our associates and our employees as well. We have issued this code of conduct in order to codify binding regulations, especially in terms of compliance with ethical standards, applicable law and integrity.

All employees and all those who act on behalf of Futura Solutions, including subcontractors, are bound to adhere to the code of conduct, regardless of place and position.

2. Social Responsibility

It is our firm conviction that assuming social responsibility is a decisive factor for the enduring success of a company. As a result, it is also an indispensable feature of a value-oriented business management. We focus especially on universal ethical values such as integrity, righteousness and human dignity. In this context we commit ourselves to the following principles:

Child Labor

We outlaw child labor and do not deploy children and adolescent persons in order to attain our commercial goals. Their health and security must never be compromised. We respect and adhere to the corresponding laws.

Health Protection

We comply with occupational health and safety regulations for the well-being of our employees.

Working Hours

We abide by nationally applicable laws and regulations governing working hours.

Discrimination

We guarantee equal opportunities and equal treatment regardless of gender, race, ethnic origin, religion or world-view, disability, age or sexual orientation.

Salary / Payment

We respect and guarantee adherence to the prevailing minimum wage law.

Code of Conduct



Fair and Respectful Work Environment

We encourage employee interaction aiming at the enhancement of mutual respect, understanding and confidence.

Freedom of Opinion / Speech

We respect the right to freedom of opinion and expression.

Privacy Protection

We respect privacy.

Solidarity

We campaign for the advancement of society and encourage our employees to act in this spirit.

Forced Labor

We refrain from forced labor of any kind.

Information Privacy and Security

We protect the confidentiality of personally identifiable information and we guarantee information security in our entire computer assisted business-processes. As a result we are securing the personal rights, the privacy and the business-related data.

Protection of our Competitive Edge

We protect our trade secrets from delivery to a third party.

Fair Competition

We commit to competition by fair means and to compliance with the prevailing trade laws.

Integrity in Business Dealings

We reject corruption and bribery and will not tolerate any of these.

The Principle of Sustainability

We are advocating environmental protection, health protection and the safety of the people

Futura Solutions GmbH	Version 1.0
Page 3 of 4	As of: February 10, 2015

A blue handwritten signature or mark in the bottom right corner of the page.

Compliance with the Law

We respect and adhere to the legal framework to which we are bound.

Cooperation with Public Authorities

We are maintaining cooperative relations with public authorities.

3. Signature



.....
Hartmut Schwadtke

Managing Director of Futura Solutions GmbH

