

<b>Crys – Teh</b>	Ethics Code	Nr. EC01-25
		Date 01/08/2025
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## Crys-Teh LLC - Ethics Code

### 1. Purpose

This Code of Ethics reflects the values of Crys-Teh LLC and provides simple, clear guidance for how our team works responsibly, transparently, and respectfully - with each other, with customers, and with partners.

### 2. Core Values

**Integrity** ➤ We act honestly and keep our promises.

**Respect** ➤ We treat colleagues, partners, and clients with dignity and fairness.

**Responsibility** ➤ We take ownership of our work and decisions.

**Innovation with Care** ➤ We strive for excellence while ensuring safety, quality, and environmental responsibility.

### 3. Workplace Conduct

- We maintain a safe, supportive, and harassment-free workplace.
- We respect diversity and ensure equal opportunities, regardless of gender, age, or background.
- We protect confidential information of the company and our partners.

### 4. Conflict of Interest

- Employees must avoid situations where personal interests conflict with company interests.
- Any potential conflict should be openly discussed with management.

### 5. Integrity in Business

- We are committed to fair competition and transparent dealings with customers, suppliers, and partners.
- Bribery, corruption, or improper influence are strictly prohibited.
- We comply with all applicable laws, EU standards, and funding requirements.

### 6. Research & Innovation Ethics

- We ensure accuracy and honesty in all scientific and technical work.
- We avoid data manipulation or misrepresentation.
- We follow responsible research and innovation practices (including “do no significant harm” principles).

### 7. Environmental and Social Responsibility

- We minimize waste, use energy responsibly (e.g., through solar panels in our operations), and support sustainable development.
- We respect our community and contribute positively to society.

### 8. Reporting and Accountability

- Every team member is responsible for upholding this Code.
- Concerns about violations can be raised confidentially with management.
- Breaches of this Code may lead to corrective measures.

### 9. Continuous Improvement

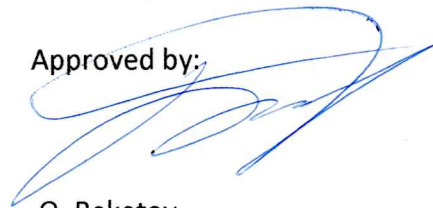
This Code will be reviewed annually and updated as the company grows. Suggestions from all employees are welcome.

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