



Quality Principles

Our primary goal is to supply our customers with reliable and reproducible high-quality products.

The aim of our company is to manufacture and supply products according to the requirements of our customers with the greatest possible efficiency. In times in which the market is increasingly demanding and international competition is growing, competitive factors like the importance of quality and cost-effectiveness continue to grow. A holistic approach is important to us: Each department with all its employees contributes its share to the quality of a product and thus is responsible for the overall quality of the end product.

Comprehensive quality in all areas of the company is the basis for safeguarding jobs. We ensure the long-term success of our company exclusively through continuous improvement of activities in all departments and at all levels.

Systematic development and maintenance of the risk management system are equally important in managing opportunities and risks.

The management has established the following principles for this purpose:

Achieving maximum customer satisfaction as our most important obligation. Quality and reliability of our products and processes as well as absolute adherence to delivery dates are the way to complete customer satisfaction.

Our employees should be able to identify with the company. Their **qualifications and motivation** determine the success of the company. Every employee contributes with his or her work to ensuring the quality of our products, services and processes. We act responsibly.

The managers promote a sense of quality and responsibility and are role models for their employees. They must define clear, achievable goals and support employees in achieving these goals.

An efficient organization is the basis for the long-term success of the company. This includes:

- Operational processes with a minimum of effort and interfaces
- Project organization with clear goals and responsibilities
- Continuous improvement of processes and elimination of weak points
- The performance of our suppliers is part of our success. With our suppliers, we would like to maintain a partnership-based cooperation in order to achieve our goals together.



CODE OF CONDUCT

We, the DESIGNA Verkehrsleittechnik GmbH, are part of the society.

We want to live and promote fair and open cooperation and compliance with ethical standards inside our company, with our business partners and beyond.

We are convinced that being respectful and polite is a very important foundation for our success.

We have a high demand on our interaction with each other and our environment. This demand is defined in the Soft Skills, which serve as requirement to represent parts of our corporate culture.

Legal requirement

We comply with the statutory provisions and all applicable laws, standards and other regulations.

Bribery and corruption

Any form of bribery or corruption is prohibited. All business partners and their employees must behave in such a way that no personal dependence, obligation or influence arises.

The principles of our business conduct are fairness and compliance within applicable national and international standards.

Fundamental rights of employees

We treat all employees equally, regardless of skin color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, age or gender, and thus maintain equal opportunities.

We respect the personal dignity, privacy and personal rights of each individual.

We do not employ anyone against their will. We do not force anyone to work.

We do not tolerate unacceptable treatment of workers, such as mental hardship, sexual and personal harassment or discrimination.

We will not tolerate conduct (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

We ensure adequate remuneration and ensure the national minimum wage.

We observe the maximum working hours stipulated by law.

Health and safety of employees

We are responsible for the health and safety of our employees.

We are striving to contain risks and provide the best possible care against accidents and occupational diseases.

In addition, we provide regular training to ensure that all employees are knowledgeable about occupational safety.

Forced labor

We reject any form of slavery, child labour or exploitation.

We consider human life, freedom and the physical and mental integrity of human beings as greatest assets.

We expect the same understanding from our business partners at both national and international level. We do not cooperate with partners who violate these principles.

Occupational safety and environmental protection

We do not endanger ourselves or our environment.

We proactively avoid accidents and want to exclude injuries or even physical restrictions of our employees.

We comply with legal norms and international standards with regard to environmental protection.

We minimize environmental pollution and continuously improve environmental protection.

We handle available resources with care.

We also value the same principles in our supply chain

We promote, where appropriate, compliance with the contents of the "Code of Conduct" by our suppliers.

We comply with the principles of non-discrimination when selecting suppliers and dealing with them.

We undertake not to procure any materials or raw materials that either originate from conflict areas or that do not comply with minimum standards for the protection of people, animals or the environment. This also includes animal testing of any kind.

Code of Conduct Monitoring

DESIGNA Verkehrsleittechnik GmbH is committed to safeguarding the principles of this Code of Conduct.

UNSERE WERTVORSTELLUNGEN

Integrität

Wir als DESIGNA Verkehrsleittechnik GmbH stehen zu unseren Wertvorstellungen. Wir sind im Umgang mit unserer Umwelt, Kunden, Kollegen, und Vorgesetzte stets höflich, offen und vertrauensvoll.

Passion

Wir verfolgen unsere Aufgaben und Ziele mit Leidenschaft und Engagement.

Wir haben Spaß durch Erfolg und motivieren damit uns und unsere Umwelt.

Continuous Self Improvement

Wir verbessern ständig, und unsere Erfolge sind messbar.

Wir hinterfragen uns und sind offen für Veränderungen.

Wir passen uns an die sich ändernden Anforderungen an.

Struktur und Nachhaltigkeit

Wir sind systematisch und strukturiert in unserer Denk- und Vorgehensweise.

Auf Basis unseres Selbstverständnisses wollen wir wichtige Bereiche des Geschäftsgebarens nennen und unsere Einstellung und unseren Anspruch dazu erläutern. Dies soll jedem unserer Partner ein klares Verständnis unserer ethischen Ansprüche vermitteln.