



Code of Conduct

Celsa Messgeräte GmbH

1. Preamble

CELSA Messgeräte GmbH stands for practical solutions for the measurement, storage and evaluation of electrical measurands. Our vision is a sustainable and secure energy supply, which we promote through efficient, resource-saving products and cooperative partnerships.

As part of the **eckstaedt.group**, we take responsibility – for our employees, our customers and for society. Through sustainable business models and close cooperation, we support long-term, secure growth and at the same time conserve valuable resources.

This Code of Conduct sets out the ethical and legal foundations of our actions. It serves as an orientation and a conscious commitment: We not only want to meet legal requirements, but also set standards through integrity, quality, respect and sustainability in everything we do.

2. Our core values

We see ourselves as a technology-oriented, value-based company.

Our guiding principles are:

- Honesty and trust: We act openly, respectfully and sincerely.
- Quality and precision: Our products and processes stand for technical reliability and care.
- Responsibility and sustainability: We make decisions with people, the environment and the future in mind.
- Respect and fairness: We respect each individual and promote a working environment based on appreciation and cooperation.

3. Compliance with the law and integrity

We strictly comply with all applicable laws, standards and regulations. Corruption, bribery, fraud, money laundering or dishonest behaviour will not be tolerated. Decisions are made objectively, comprehensibly and in the interest of the company. Gifts, gifts or invitations may only be accepted or granted if they are legally permissible, socially customary and do not influence business.



4. Responsibility towards employees

We promote a safe, fair and respectful working environment. Equal opportunities are a matter of course – discrimination, bullying or harassment will not be tolerated. Health and safety at work have top priority. We invest in qualifications, further training and personal development. Managers are role models and bear responsibility for value-oriented action in the team.

5. Customer orientation and product quality

We always act in the interests of our customers – reliably, competently and in a spirit of partnership. Quality is an obligation: All employees are responsible for maintaining our high standards.

Complaints and feedback are opportunities for improvement. We are committed to transparent, honest and solution-oriented communication channels.

6. Responsibility in the supply chain

We select suppliers and partners based on professional suitability, reliability, quality and ethical behaviour. We expect our partners to adhere to the same principles of working conditions, environmental protection and integrity. Business relationships are conducted fairly, comprehensibly and without unfair agreements.

7. Data protection, information security and confidentiality

Confidential information, trade secrets and customer data must be protected. Data may only be used for lawful, operational purposes. The protection of personal data is carried out in accordance with the applicable data protection laws (GDPR). IT security is part of our daily responsibility.

8. Environmental and resource protection

We work in an energy- and resource-efficient manner and avoid unnecessary burdens on the environment. For us, sustainability means reconciling ecological and economic interests. We pay attention to the responsible use of materials and compliance with relevant environmental standards.

9. Social responsibility

We see ourselves as part of society and actively contribute to positive development. Fair competition, local responsibility and social sensitivity are a matter of course for us. We support initiatives that promote innovation, education and sustainable business.



CELSA



10. Implementation, Responsibility and Reporting

Every employee is obliged to know and comply with this Code. Managers bear special responsibility for setting an example and complying with their function. Violations of this code can have consequences under employment or contract law. Reports or concerns can be reported confidentially to senior management or an internal notified body. Open communication is strongly encouraged.

11. Final Provision

This Code of Conduct is part of our Corporate culture. It is regularly reviewed and, if necessary, adapted to legal or organizational developments. By signing this Code, every employee undertakes to actively live the values and rules described therein.

Römerberg, 13.11.2025

CELSA Messgeräte GmbH
Management



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