



AKKU SYS Guiding Principles – Code of Conduct – Voluntary Commitment

Besides the upholding of legal provisions as a matter of course, we are happy to share our values and principles with our employees, suppliers, customers and other individuals in the daily business.



- 1. We question the status quo and are self-critical:**
The business world is changing every day. Likewise, we also question our sales strategy, product lines, internal processes, logistical concepts, training contents and many more aspects of the operation.
- 2. We value every customer:**
We have no minimum order value. Thus, any customer can purchase even a single battery from us.
- 3. We live equality:**
The filling of vacancies in the company is based solely on the employee's suitability and qualifications. Sex, age, country of origin or religion have no influence on the selection.
- 4. We support families:**
Flexible part-time working models are self-evident to us. There are no set numbers of working hours and all employees can jointly define their number of working hours and scheduling. In holiday planning, consideration is shown towards employees with children.
- 5. We reduce our costs:**
Each employee takes care to avoid generating any unnecessary costs within his/her area of influence. We plan our customer visits carefully and economically, save energy and reduce our costs for trips and hotels to the necessary minimum, among other steps taken.
- 6. We also give career changers a chance:**
We are a diverse team with highly varied training backgrounds. Specialist knowledge from careers outside the sector can provide new impetus for improvements. Thus, we are happy to give professionals from entirely different sectors an opportunity.



7. We never stop learning:

The acquisition of wide-ranging specialist knowledge of our products, processes and sales channels is never complete. All our employees receive internal and external training as a requirement for performing their roles.

8. We train:

The training in six different skilled occupations and combined work and study programmes is very important to us. We strive to take on all trainees and students after successful completion of the training stage.

9. We decide quickly and efficiently:

Our hierarchies are flat and our decision-making channels quick. Therefore, all our employees are encouraged to make decisions in line with the company's interests independently and to take personal responsibility.

10. We conserve our resources:

On a day-to-day basis, we endeavour to keep our paper consumption to an absolute minimum, use motion detectors in corridors and areas that are not used continuously and separate our waste. Our employees travel on public transport or by bicycle as much as possible.

11. We think outside the box:

Each employee is encouraged to pay attention to detecting errors and faltering processes beyond of his or her area of responsibility and to introduce measures to avoid these in the future or to at least report these to supervisors.

12. We are vigilant about our safety:

Special safety measures are required for the handling of lead batteries. All staff members who work with lead batteries on a daily basis are provided with training regarding the safe handling of acids and heavy weights, battery recharging and high-bay storage on a regular basis.