

Rheonics Code of Conduct

1. Introduction

At Rheonics, we are committed to conducting our business with the highest ethical standards and integrity. This Code of Conduct outlines the principles and expectations that guide our actions and decisions. It applies to all employees, officers, directors, contractors, and anyone acting on behalf of Rheonics. We expect everyone to uphold these standards and contribute to a culture of trust and respect.

2. Our Core Values

- **Integrity:** We act with honesty and transparency in all our dealings.
- **Innovation:** We foster a culture of creativity and continuous improvement.
- **Respect:** We treat everyone with dignity and fairness.
- **Responsibility:** We are accountable for our actions and their impact.
- **Excellence:** We strive for the highest quality in our products and services.

3. Compliance with Laws and Regulations

- We will comply with all applicable laws, regulations, and industry standards in every jurisdiction where we operate.
- This includes laws related to anti-corruption, antitrust, data privacy, environmental protection, and workplace safety.

4. Ethical Conduct

- **Honesty and Fairness:** We will act honestly and fairly in all our business dealings. We will not engage in any form of bribery, corruption, or fraud.
- **Conflicts of Interest:** We will avoid any situation where our personal interests could conflict with the interests of Rheonics. We will disclose any potential conflicts of interest to our supervisor.
- **Confidentiality:** We will protect confidential information, including trade secrets, customer data, and employee information. We will not disclose confidential information without proper authorization.
- **Fair Competition:** We will compete fairly and ethically. We will not engage in anti-competitive practices.

5. Workplace Conduct

- **Respect and Diversity:** We are committed to creating a workplace that is free from discrimination and harassment. We will treat everyone with respect, regardless of their race, ethnicity, gender, sexual orientation, religion, age, disability, or any other protected characteristic.
- **Health and Safety:** We will prioritize the health and safety of our employees. We will comply with all applicable health and safety regulations and promote a safe working environment.
- **Use of Company Resources:** We will use company resources responsibly and for legitimate business purposes.
- **Data Privacy:** We will protect the privacy of personal data and comply with all applicable data protection laws.

6. Relationships with Stakeholders

- **Customers:** We will provide high-quality products and services to our customers and treat them with respect.
- **Suppliers:** We will conduct business with suppliers who share our commitment to ethical conduct and responsible business practices.
- **Communities:** We will be responsible corporate citizens and contribute to the communities where we operate.

7. Reporting Violations

- We encourage employees to report any suspected violations of this Code of Conduct.
- Reports can be made to a supervisor, the Human Resources department, or through a confidential reporting mechanism.
- Rheonics will investigate all reports of violations and take appropriate action.
- Retaliation of any kind against those who report violations will not be tolerated.

8. Enforcement

- Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment.
- Rheonics will regularly review and update this Code of Conduct to ensure it remains relevant and effective.

9. Specific Rheonics Considerations

- **Product Safety and Certifications:** Due to the nature of Rheonics products, all employees must adhere to all product safety standards and ensure that all relevant certifications (ATEX, IECEx, EHEDG, 3-A, ISO 9001) are maintained.
- **Data Integrity:** Given the sensitive nature of the data collected by Rheonics' sensors, all employees are responsible for maintaining data integrity and security.
- **Export Controls:** As a company that ships products globally, all employees must be aware of and comply with all applicable export control laws and regulations.

10. Acknowledgement

All employees are required to acknowledge that they have read, understood, and agree to comply with this Code of Conduct.

This code of conduct will be available to all employees, and will be reviewed annually.