

Code of Conduct

Caynova AG is an industry leader in the production of fully qualified pneumatic and thermal comfort systems for aircraft seats. Caynova believes that responsibility and sustainability are key to long term success, and are equally important in providing the highest quality product to our customers. Respect of human rights, labour, environmental and anti-corruption practices are a priority for Caynova. Caynova ensures that it complies with Swiss legal regulations, European law and official internationally recognized standards in terms of social and environmental responsibility.

1. **Quality and Safety Excellence:**

Caynova is committed to producing aircraft parts of the highest quality and safety standards. Adheres strictly to industry regulations, certification requirements, and customer specifications. Continuously improves manufacturing processes to ensure product reliability and safety.

2. **Integrity and Ethics:**

Caynova conducts all business activities with honesty, integrity, and fairness. Avoids conflicts of interest and refrains from engaging in unethical practices, such as bribery, corruption, or fraud. Upholds the reputation of the company through transparent and ethical conduct in all dealings.

3. **Environmental Responsibility:**

Caynova minimizes environmental impact by adopting sustainable manufacturing practices. Complying with environmental regulations and strives to reduce waste, emissions, and energy consumption. Promoting the introduction of eco-friendly materials and technologies in its production processes.

4. **Working Conditions:**

Caynova is committed to maintaining social standards at the production site. To this end, it adheres to the core labor standards of the International Labor Organization (ILO), in particular:

- Prohibition of forced labour;
- Prohibition of child labour;
- Compliance with local work and rest time regulations, whereby the maximum working time per week should not be more than 45 hours (excluding overtime).
- Overtime must be compensated.
- Pay a wage that is appropriate for the job and location and adhere to equal pay for work of equal value.
- Compliance with local occupational health and safety regulations;
- Respect the right to assembly and collective bargaining.

5. Employee Well-being and Development:

Caynova ensures the health, safety, and well-being of all employees in the workplace. Provides a safe working environment, adequate training, and resources to perform tasks safely. Caynova also encourages professional growth and career development opportunities for all employees.

6. Respect for Human Rights and Diversity:

Caynova respects the human rights and dignity of all individuals, both within the company and across its supply chain. Fosters an inclusive workplace where diversity is celebrated and everyone is treated with respect and fairness. Prohibits discrimination, harassment, and any form of unfair treatment based on race, gender, religion, nationality, or other characteristics.

7. Confidentiality and Intellectual Property Protection:

Caynova safeguards confidential information, trade secrets, and intellectual property rights. Respects the confidentiality of customer information, proprietary designs, and business strategies. Ensures proper handling and protection of sensitive data and intellectual assets.

8. Supplier and Partner Relationships:

Caynova builds and maintains strong relationships with suppliers and business partners based on trust, mutual respect, and fairness. Selects suppliers and partners who share its commitment to quality, safety, ethics and sustainability. Conducts business transactions with transparency and integrity, adhering to contractual agreements and fair business practices.

9. Compliance and Accountability:

Caynova complies with all applicable laws, regulations, and industry standards governing its operations. Takes responsibility for its actions and decisions, and holds its and others accountable for upholding this Code of Conduct. Reports any violations or concerns regarding ethical conduct or compliance promptly through the appropriate channels.

This Code of Conduct reflects Caynovas commitment to ethical business practices, responsible manufacturing, and corporate citizenship as a Swiss aircraft parts manufacturer. All employees, contractors, suppliers, and partners are expected to adhere to these principles in their interactions and activities related to the company. Violations of this Code may result in disciplinary action, termination of contracts, or legal consequences.

Adam Uchman

A handwritten signature in black ink, appearing to be 'A. Uchman'.

Quality Manager

Thomas Steiner

A handwritten signature in blue ink, appearing to be 'T. Steiner'.

CEO