

## Code of Conduct

### **Core values**

We are committed to the following six core values:

**Credibility:** We create trust through credibility. In order to achieve credibility, transparency, reliability, conscientiousness and professionalism are essential.

**Respect:** We treat each other with mutual respect and tolerance.

**Neutrality:** We are impartial, act objectively, without personal prejudices. Our approaches, arguments and judgments are based on scientific procedures and the availability of reliable evidence.

**Independence:** We act independently and are neither bound by any particular interests nor under the influence of any specific interest group.

**Honesty:** We regard honesty as an essential basis for our work. We attach great importance to being sincere, honest and transparent. Through open communication, we strive for clarity and create a productive environment.

**Incorruptibility:** We are incorruptible and take our decisions with personal responsibility and integrity. By means of our incorruptibility, we secure our stakeholders' trust and maintain fair, ethical relationships.

### **Preliminary note**

SATW pursues its goals through a fair and honest approach with all associated persons and organizations. These are members, partners, experts, clients, etc. In return, SATW requires that they adhere to the following principles:

### **Compliance with legal, regulatory and internal requirements**

Compliance with legal provisions is a fundamental principle of SATW's business activities. In their activities connected to SATW, all persons and organizations associated with SATW act in accordance with the applicable laws, regulatory requirements and internal guidelines.

### **Fairness in business conduct**

We are committed to scientific integrity. All persons and organizations connected to SATW are required to commit themselves to honesty, quality and transparency. We take particular care to clearly separate facts from opinions in our communications and to declare opinions as such.

### **Protecting our credibility**

Our incorruptibility through objective criteria ensures our stakeholders' trust. No persons and organizations associated with SATW may directly or indirectly offer, promise, accept or receive financial or other inappropriate benefits.

### **Avoiding conflicts of interest**

The reputation of the SATW is its capital. We therefore avoid conflicts of interest, also in connection with other professional activities. Existing conflicts of interest are proactively disclosed and reported to the Executive Committee, the Board Committee or the General Secretariat.

### **Confidential information**

We protect all confidential information. When processing data, we comply with the statutory provisions on data protection.

### **Intellectual property rights**

We respect intellectual property rights. Corresponding information is not disclosed without consent. We comply with legal requirements at all times.

### **Avoiding discrimination and harassment**

We respect the personal dignity, privacy and individual rights of everybody. It is our goal to provide and ensure an environment free from discrimination and harassment.

### **Violations**

The principles laid down in this Code of Conduct form a central part of SATW's organizational culture. Full compliance with these principles is essential. All persons and organizations associated with SATW are responsible for adhering to them. At the same time, everyone is required to report violations of this Code of Conduct to the Executive Board, the Executive Committee or the Secretary General. The Executive Board reserves the right to impose appropriate sanctions in the event of violations.

Approved and put into force by the SATW Executive Board on 14.03.2024

*[translated using DeepL]*