

Compliance Guidelines

Last updated:
30.01.2025

The Radialsystem Compliance Guidelines below include a set of standards for our corporate activity, a collection of legal regulations that play a key role in our daily operations, and an overview of contact persons who are available to answer questions and concerns. They apply equally to all members of the Radialsystem team and are intended to ensure transparency and security for all customers, suppliers and cooperation partners through public disclosure.

The following explains our guiding principles in sections structured by topic. Individual aspects may be adapted if laws or regulations change or suggestions for improvement are brought forward by the team.

1. Respectful and fair working relationships

Treating each other with respect as equals is a standard for the Radialsystem team, both internally and externally. Insults, bullying or other disrespectful behaviours will not be tolerated.

2. Data protection

Radialsystem ensures compliance with the legal requirements and regulations of data protection when processing personal data. In the case of questions or concerns, any member of the team, as well as third parties, can contact our data protection officer (see point 8).

3. Equal opportunity employer

Radialsystem is an employer committed to equal opportunities. It offers equal opportunities for applicants and employees in all interactions with the company and expressly encourages all interested persons to apply, regardless of their origin, gender identity, religion, disability or age.

The salary structure is based strictly on tasks, qualifications, duration of employment with the company, and performance.

Regular check-ups and briefings ensure sound, safe, and healthy working conditions.

4. Alcohol and drug abuse

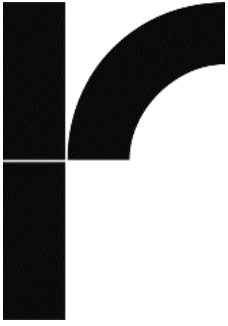
Illegal drugs are prohibited in the building and on the entire premises of Radialsystem.

The consumption of alcohol at work is not permitted.

5. Prevention of money laundering & handling of revenue

Every member of the Radialsystem team is urged to report any unusual financial transactions, in particular involving cash, which may give reason to suspect money laundering, to the accounting department, management or the departments mentioned in point 8.

All cash and EC transactions at Radialsystem are handled in accordance with the relevant legal requirements and are carried out via certified electronic cash register systems. The implementation of the KassenSichV ("TSE") is contractually regulated with all cooperation partners.



6. Sustainability

Sustainable environmental and climate protection and resource efficiency are important concerns for the whole team at Radialsystem. In the development of new cooperations and services, as well as in ongoing projects with cooperation partners, we take care to minimize all resulting impacts on our environment and climate as much as possible.

7. Corruption

Radialsystem rejects all forms of corruption, including bribery and extortion. Decision-making processes must not be influenced in any way by considerations (cash, benefits in kind, leisure travel, etc). Conflicts of interest are to be avoided. Should there be a personal interest or conflict of interest, always consult with the head of your department, management or the departments listed in point 8. Disclosure does not result in any disadvantages for the person concerned.

8. Contact persons

For general questions regarding compliance, employees can contact their respective team leader or management anytime. Customers, suppliers and cooperation partners can reach out to their respective contact persons. In addition, there are two contact persons for compliance and data protection and a reporting office in accordance with the HinSchG for anonymous information:

Contact Compliance: compliance@radialsystem.de

Contact Data protection: datenschutz@radialsystem.de

Reporting office: rs-meldestelle@posteo.de

Geschäftsführung:
Merit Vareschi, Matthias Mohr
Gesellschafter:
Radial Stiftung
Jochen Sandig
Folkert Uhde

HR: Amtsgericht Charlottenburg
HRB-NR. 98552

