



## Corporate Policy

# achelos creates more security in the digital world

### Our vision

- achelos develops, markets and operates highly specialised products and services in the global ID security market.
- Our goal is to sustainably shape ID security through our technological expertise, as well as to make an important contribution for our customers as a driver of innovation and enabler in the digital transformation.
- As a service provider, we do not seek solely to provide technology, but also to generate and guarantee stable security in the digital arena with services and qualified expert knowledge.

### Our objectives

Our objective is to establish achelos as a leading company for comprehensive security-related topics and industry solutions in the security, health, mobility, public and IoT segments on the international market.

### Our innovations

To help stimulate and sustainably secure achelos' innovative strength, a fixed percentage of sales revenue is invested in innovations every year.

### Our values

Our corporate values are firmly rooted under the roof of our „achelos house of values“. In our rapidly growing and technology-driven market, these values serve as clear orientation and help shape our corporate culture:

#### 1. Transparency, trust & openness

We maintain a communication climate that keeps us open to the experience and ideas of others. Our binding basic values include transparency, trust and openness, underlining our reliable and sustainable actions both internally and externally.

#### 2. Respect

We work respectfully, appreciatively and fairly - both as an internal team and together with our business partners.

#### 3. Quality

Our management system complies with ISO 9001:2015. All employees are responsible for the quality of their work and make every effort to deliver high-grade services and products at all times. For these products and services the key success factor is to meet the requirements and expectations of our customers, as well as other stakeholder groups. To maintain a consistently high quality standard, we combine:

- **Expertise:**  
Our customers appreciate our team's skills and expertise.
- **Reliability:**  
We deliver reliable products, solutions and services, while fulfilling the expectations of all our business partners.
- **Transparency:**  
We create transparency and trust through clear communication.



#### 4. Further training, knowledge transfer, personal development

We create free space for personal development through our agile company structure and utilise the skills and expertise of every individual to find the best possible results quickly. achelos is committed to providing all team members with ongoing further training and ensuring continuous knowledge transfer.

#### 5. Security

Our management system complies with ISO 27001:2013. Put simply, IT security is in our DNA. We ensure that our IT security standards are always up-to-date and actively live out a culture of IT security in every-thing we do.

#### 6. Ethics

Our business practices comply strictly with fundamental ethical values. The achelos team strives for sustainable and ethically sound projects. For example, we do not accept any orders from the field of armaments research. The team at achelos works in an open and cooperative environment. achelos is committed to protecting employees that report misconduct and strictly prohibits any kind of retaliatory measures.

#### 7. Team

We live out a culture of collegial leadership at achelos. Each team member thinks in a business-orientated way and acts with direct responsibility. Clear responsibilities, processes and principles define our cooperation. This creates a great deal of scope for shaping ideas and for innovations. As an agile company, we use our collective intelligence as a competitive advantage and are well equipped to handle future requirements. At the same time, the achelos team has access to a robust and powerful social environment, as well as an effective organisational infrastructure.

#### 8. Environment

Not only do we avoid risks to human life and the environment, we are also anxious to limit our resource consumption as effectively as possible.

#### Our expectations

We expect our team, our suppliers and our customers to be aware of their social and ecological responsibility and to behave accordingly.

The Code of Conduct defined by the Responsible Business Alliance (RBA) serves as our benchmark.

#### Our promise

We at achelos pledge to comply with all applicable laws, regulations and standards.

We are committed to continuously improve our management system

- to secure the satisfaction of our customers in a sustainable manner,
- to continuously improve the quality of our products, solutions and services,
- as well as to increasing the effectiveness and efficiency of our processes wherever possible.

We – the management team and staff at achelos – live up to our social and ecological responsibility and are committed to observing the company policy, the management system and its objectives as our common quality standard, and to align all activities in the company accordingly.

The management team

Kathrin Asmuth and Thomas Freitag

