

Compliance

The **netzwerk plan+bau** is committed to the highest ethical, legal and professional standards. Our compliance guidelines are the basis for transparent, compliant and fair business conduct. All members, partners and participants undertake to comply with these guidelines.

1. Compliance with laws and regulations

- ✓ All members must comply with applicable national and international laws, regulations and standards of the construction and planning industry.
- ✓ Violations of legal provisions or internal guidelines will not be tolerated and may lead to exclusion from the network.
- ✓ It is the responsibility of each member to inform themselves about relevant legal requirements and to comply with them.

2. Prohibition of corruption and bribery

- ✓ Bribery, corruption and unfair business practices have no place in our network.
- ✓ No person may offer or accept direct or indirect payments, gifts or other benefits aimed at obtaining unlawful advantages.
- ✓ All business relationships must be based on honesty, integrity and transparency.

3. Confidentiality and data protection

- ✓ Confidential information and personal data of customers, partners and other members must be treated with the utmost care.
- ✓ Personal and business data may only be stored and processed in accordance with the applicable data protection regulations.
- ✓ Unauthorized disclosure or use of confidential information is not permitted.

4. Conflicts of interest

- ✓ Potential conflicts of interest should be disclosed at an early stage and avoided.
- ✓ Business decisions should be made on an objective and independent basis.
- ✓ Personal relationships or economic interests must not influence neutrality and professionalism.

5. Fair competition

- ✓ The network promotes fair and open competition.
- ✓ Anti-competitive practices such as price fixing or market manipulation are not tolerated.
- ✓ Members agree to abide by all rules of free competition.

6. Sustainability and environmental awareness

- ✓ The **netzwerk plan+bau** is committed to sustainable building and planning practices.
- ✓ All members are required to use environmentally friendly technologies and materials.
- ✓ Sustainability is an integral part of all construction and planning projects.

7. Reporting of violations

- ✓ Indications of violations of these compliance guidelines can and should be reported.
- ✓ Indications of violations will be treated confidentially and must not lead to disadvantages for the reporting person.
- ✓ We provide a secure and anonymous reporting channel.

By becoming a member of the network, all participants recognize these compliance guidelines. Through transparency, integrity and responsible action, together we ensure long-term success and trust in **netzwerk plan+bau**.