

Code of Conduct

Wunderflats GmbH

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Germany

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Purpose

Wunderflats is committed to maintaining a workplace that is ethical, respectful, and productive. This Code of Conduct outlines the standards of behavior that all employees are expected to uphold. By adhering to this Code, we can foster a culture of integrity, trust, and mutual respect.

Scope

This Code applies to all employees, including full-time, part-time, temporary, and contracted personnel. It also applies to all individuals who represent the company, such as consultants, vendors, and volunteers.

Our Values

Wunderflats is guided by the following core values:

Responsibility: We own what we do. We are accountable for our own decisions and the consequences that come with them.

Compassionate: We show kindness and empathy by treating people with respect, listening to their concerns, and striving to provide the best possible service.

Grounded ambition: Grounded ambition implies that we have our feet on the ground in addition to having healthy aspirations.

Inclusive: We provide equal access to opportunities and resources. From employees to customers, everyone is given a fair chance to succeed in life regardless of their background.



WUNDERFLATS

Innovation: Not just in technology, we thrive to unlock new value for our customers. Ways in which we innovate on value:

- Free the customer from current constraints of the market
- Enable the customer to do more with the product
- Advance the context of the product
- Advance the context of the customer
- Leverage brand experience into customer experience

Authentic: We believe in embracing our true selves, remaining genuine and transparent, and honoring the uniqueness and diversity of individuals.

Workplace Conduct

Personal Conduct

- Employees are expected to conduct themselves in a professional and ethical manner at all times.
- Employees are prohibited from engaging in any behavior that is disruptive, disrespectful, or discriminatory.
- Employees are expected to maintain a clean and safe work environment.

Respect for Others

- Employees are expected to treat each other with courtesy and respect.
- Employees are prohibited from engaging in any form of harassment, discrimination, or retaliation.
- Employees are encouraged to report any incidents of misconduct to their supervisor or to the People department.



Company Property

- Employees are expected to protect company property and to use it responsibly.
- Employees are prohibited from using company property for personal gain.
- Employees are expected to report any lost or stolen company property immediately.

Confidentiality

- Employees are expected to maintain the confidentiality of all company information.
- Employees are prohibited from disclosing confidential information to unauthorized individuals.
- Employees are expected to protect company intellectual property, such as trade secrets, copyrights, and patents.

Social Media

- Employees are expected to use social media responsibly and to represent the company in a positive light.
- Employees are prohibited from posting any content that is discriminatory, harassing, or offensive.
- Employees are encouraged to report any instances of inappropriate social media behavior to their supervisor or to the People department.

Compliance with Laws and Regulations

- Employees are expected to comply with all applicable laws and regulations.
- Employees are prohibited from engaging in any illegal activities.



- Employees are encouraged to report any instances of non-compliance to their supervisor or to the Human Resources department.

Disciplinary Action

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment. The severity of the disciplinary action will be determined based on the nature and severity of the violation.

Reporting Misconduct

Employees are encouraged to report any suspected violations of this Code of Conduct to their supervisor, to the People department, or the leadership team. All reports will be investigated promptly and confidentially.

Commitment to Ethical Conduct

Wunderflats is committed to maintaining a workplace that is ethical, respectful, and productive. We believe that this Code of Conduct is an essential tool for achieving this goal. We encourage all employees to review and adhere to this Code, and to report any concerns or violations to the appropriate authorities.

Acknowledgment

By signing below, I acknowledge that I have read and understand this Code of Conduct. I agree to abide by the standards of behavior outlined in this Code and to report any violations to the appropriate authorities.



Document Change Log:

Version	Effective Date	Description of Change	Author	Reviewed by	Authorized by
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