

1 Introduction

This Code of Conduct applies to all employees, managers and directors of our company. It defines the basic principles and guidelines for ethical behavior and sustainable business practices, taking into account ESG criteria. This applies both to our own business activities and to our supply chains.

2. Our commitment to sustainability

We are committed to promoting environmentally friendly practices that conserve our natural resources and minimize our carbon footprint. This includes responsible use of energy, water and other natural resources and reducing waste and emissions.

3. Ethics and integrity

We conduct our business according to the highest ethical standards. This includes complying with all applicable laws and regulations, rejecting corruption and bribery, and ensuring transparency in our business practices.

4. Respect and human rights

We respect human rights and strive to ensure that our business activities do not contribute to human rights violations. We support diversity and equality and reject any form of discrimination.

5. Working conditions

We are committed to fair working conditions, fair remuneration and compliance with labor laws. We support the professional development of our employees and provide a safe and healthy working environment.

6. Responsibility towards society

We recognize our social responsibility towards the community and support local projects and initiatives that contribute to social and economic development.

7. Corporate governance

We are committed to good corporate governance, effective supervision and control, and accountability. Decisions are made transparently and taking into account the interests of all stakeholders.

8. Implementation and monitoring

Compliance with this Code is regularly monitored and violations are dealt with accordingly. Employees are encouraged to report violations of the Code and can do so without fear of reprisal.

9. Responsibility in the supply chain

We expect our suppliers and service providers to accept and follow the same strict ESG criteria. To ensure this, it is crucial that our partners have a clear understanding of our requirements in terms of sustainability and social responsibility from the outset. We check and communicate this accordingly in advance.

10. Final provisions

This Code will be reviewed and updated regularly to ensure that it remains relevant and effective. Changes and additions to this Code require the approval of management.

Wettringen, 31.05.2024



Place, Date | Management