

CODE of CONDUCT

This Code of Conduct defines the principles and requirements of Georg Nobitschek GmbH & Co. KG for its business partners with regard to their responsibility for people and the environment. Georg Nobitschek GmbH & Co KG reserves the right to amend the requirements of this Code of Conduct in the event of appropriate changes. In this case, Georg Nobitschek GmbH & Co KG expects its business partners to accept these reasonable changes. We follow the basic understanding of the „honorable businessman“ and acknowledge our responsibility as a company.

Georg Nobitschek GmbH & Co KG hereby declares:

- **Compliance with the law and integrity**
 - comply with the laws of the applicable legal system(s).
 - to pursue exclusively legal business objectives and practices and to maintain business relationships only with reputable and fair partners.
- **Corruption, trade control and money laundering**
 - not tolerate or in any way engage in any form of corruption or bribery, including any unlawful offers of payment or similar contributions to government officials to influence decision-making.
 - to act in accordance with the applicable import and export control regulations and to comply with the legal requirements for the prevention of money laundering.
- **Respect for the fundamental rights of employees**
 - to promote equal opportunities and equal treatment of its employees, regardless of their skin color, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, gender or age.
 - respect the personal dignity, privacy and personal rights of each individual.
 - not to employ anyone against their will or force them to work.
 - not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual or personal harassment or discrimination.
 - not to tolerate behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.
 - ensure appropriate remuneration and guarantee the statutory national minimum wage.
 - comply with the maximum working hours stipulated by law in the respective country.
 - to the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members of employee organizations or trade unions disadvantage.
- **Prohibition of child labor**
 - prohibition of child labor and its promotion and protection of young workers in accordance with local laws.
- **Rejection of forced labor**
 - rejects forced or compulsory labor in any form.
- **Employee health and safety**
 - to take responsibility for the health and safety of its employees.
 - risks and to ensure the best possible precautionary measures against accidents and occupational diseases.
 - training and to ensure that all employees are trained in occupational safety.
- **Personal data, protection of information**
 - to protect business secrets and other confidential information entrusted to it by its business partners.
 - to respect the personal rights of its employees and business partners and to comply with the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information.
- **Environmental protection and energy**
 - environmental protection with regard to legal norms and international standards.
 - minimize environmental impact and continuously improve environmental protection.
 - apply an environmental management system.
 - to handle hazardous substances, chemicals and waste responsibly, properly and professionally.
 - to take measures to reduce or avoid negative impacts on the environment and to conserve natural resources.
 - take measures to reduce energy consumption.
 - implement meaningful climate protection measures.
- **Supply chain**
 - compliance with the contents of the Code of Conduct at its suppliers to the best of its ability to promote.
 - comply with the principles of non-discrimination when selecting suppliers and when dealing with suppliers.

Georg Nobitschek GmbH & Co KG

Iserlohn, July 29, 2024