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1 Preface

As a business partner of our company, you are committed to upholding our high standards regarding ethics, human rights, integrity, and responsibility. This Code of Conduct serves as a guideline for your business relationship with us and outlines the fundamental principles that we uphold in all our business practices. We expect our partners to adhere to these principles in all aspects of their business with us.

2 Integrity and Honesty

- Business partners should always act honestly and transparently in their actions and business practices.
- Any form of deception, falsification, or manipulation of information is strictly prohibited, regardless of legal consequences.
- Avoid conflicts of interest and always act in the best interests of all parties involved.

3 Compliance with Laws and Regulations

- Our business partners are obligated to respect and comply with all applicable laws, regulations, and standards required in the countries or regions in which they operate.
- This specifically includes legal provisions related to environmental and occupational safety, anti-corruption, anti-discrimination, and compliance with competition laws.
- Our business partners are particularly required to comply with sanction regulations, depending on the prevailing political situation.

4 Fair Competition

- Business partners must operate in a fair and competitive market environment.
- Any form of anti-competitive behavior, such as price fixing, unfair competition, or market manipulation, is not permitted.

5 Respect for Human Rights

- All partners must respect fundamental human rights and ensure that their business activities do not involve any form of forced labor, child labor, discrimination, or illegal employment.
- Fair compensation and the creation of a safe working environment are essential and should be a matter of course.

6 Environmental Protection and Sustainability

- We expect our business partners to demonstrate environmental awareness. This includes environmentally conscious actions and the efficient use of resources.
- Business partners should strive to promote eco-friendly practices, minimize waste, and support sustainable business methods.

7 Confidentiality and Data Protection

- Business partners must maintain the confidentiality of any information received in the course of the collaboration.
- All personal data must be protected in accordance with applicable data protection laws.

8 Anti-Corruption

- It is prohibited to offer, promise, or accept direct or indirect payments, gifts, or other benefits that could improperly influence decisions or actions.
- Business partners must take all necessary measures to prevent corruption and report any corrupt practices.

9 Responsibility and Accountability

- Business partners must take responsibility for their actions and decisions.
- All partners are expected to be prepared at all times to account for their compliance with this Code of Conduct and to report any violations.

10 Cooperation and Communication

- We promote open and respectful communication with our business partners.
- All parties are expected to work together constructively, resolve conflicts in a fair and transparent manner, and stay focused on shared goals.

11 Monitoring and Enforcement

- Our company reserves the right to monitor compliance with this Code of Conduct and to take necessary measures to ensure its enforcement.
- In the event of violations of this Code of Conduct, we reserve the right to terminate the business relationship.

Our Code of Conduct ensures that all business partners operate according to the same ethical principles that represent our company. We thank you for your commitment to these principles and for your continued cooperation.