

## Context

We take responsibility for future generations and contribute to sustainable development through our actions. We see sustainability as a central guiding principle that reconciles economic and ecological aspects. We are committed to sustainable development and take responsibility for future generations. Employees of the companies of the GRITEC Group have developed a corporate mission statement. We have transferred the action steps resulting from the mission statement into this Code of Conduct for ourselves.

GRITEC is committed to the highest ethical standards, integrity and a sense of responsibility in all our actions. This Code of Conduct forms the basis for our daily actions and describes our principles.

## Our conduct in the business environment

### Compliance with the law

Laws and regulations protect us and others. For us, compliance with laws and standards is an essential basic principle of economically responsible action.

### Integrity and Compliance

We align our actions with universally applicable ethical values and principles. In particular, integrity, integrity, respect for human dignity, openness and equal treatment guide our actions.

Corruption, bribery, antitrust violations and violations of export control law will not be tolerated. We promote acting with integrity, value-oriented leadership and self-control in the company. We face fair competition, act transparently and condemn any illegal actions to gain an advantage.

### Equal treatment and non-discrimination

A culture of equal opportunities, trust and respect is of great importance to us. We promote equal opportunities and oppose discrimination of any kind. We treat everyone equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or belief.

### Human and Labour Rights

We respect internationally recognized human rights and support their observance.

We respect and promote human rights in accordance with the United Nations Universal Declaration of Human Rights. In addition, by signing the Diversity Charter, we have committed ourselves to creating an appreciative and prejudice-free working environment. We strictly reject any form of forced and child labor.

We recognise the right to form trade unions and workers' representatives on a democratic basis within the framework of national regulations.

The right to appropriate remuneration is recognised for all employees. For us, the implementation and observance of the core labour standards of the International Labour Organization of the United Nations (ILO) represents a minimum standard.

Our corporate culture is based on respect, equal opportunities and the recognition of individual differences. Discrimination or harassment of any kind will not be tolerated.

### Occupational health and safety

The safety, integrity, and mental and physical health of the individual take precedence over all other corporate goals.

Occupational health and safety are an integral part of all operational processes and are included in technical, economic and social considerations from the very beginning.

Every manager is obliged to instruct and support his or her employees in the perception of safety and health protection in their working environment and in compliance with occupational health and safety regulations. Each of our employees promotes safety and health protection in his/her working environment and adheres to the regulations on occupational health and safety.

Employees of subcontractors who work on our behalf should be subject to the same safety standards as we are. This is taken into account in the selection and cooperation.

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### **Environmental and climate protection**

Resource efficiency and conservation are an attitude for us. Both in the development of new products and services and in the operation of production facilities, we make sure that all resulting effects on the environment and climate are kept as low as possible and that our products make a positive contribution to environmental and climate protection.

We have a responsibility to treat natural resources sparingly and contribute to the active protection of the environment and climate through our individual behaviour.

We are committed to a sustainable and responsible way of doing business that takes ecological, social and economic aspects into account in equal measure – both in our own actions and in our cooperation with our partners.

We contribute to shared responsibility for sustainable development through transparent, fair and resource-saving practices.

### **Energy efficiency**

We are committed to continuously improving our energy efficiency and complying with the requirements of ISO 50001. Through targeted measures in energy management, we want to sustainably reduce our energy consumption and use resources responsibly.

### **Social responsibility**

We see ourselves as an active member of society and are therefore involved in various ways. We actively contribute to social development and support the voluntary activities of our employees.

### **Public appearance and communication**

We respect the right to freedom of expression as well as the protection of personal rights and privacy.

### **Money laundering**

All employees must ensure that GRITEC cannot be misused for money laundering or other illegal purposes. Money laundering is the term used to describe financial or economic transactions by which illegally acquired liquid funds are smuggled into the legal financial system. Explicit reference is made to the provisions on the criminal liability of money laundering under the applicable laws.

In particular, before a major business transaction, employees should obtain sufficient information about the business environment of the contractual partner, the contractual partner himself and the purpose of the business intended by him.

### **Data protection and information security**

The protection of personal data, especially of employees, customers and suppliers, is of particular importance to us.

We are committed to treating confidential information and personal data with the utmost care. All data collected in the course of business activities will be used exclusively for legitimate purposes and processed in accordance with applicable data protection laws.

### **Confidential company information**

We take the necessary steps to protect confidential information and business documents from access and inspection by unauthorised persons, non-parties and other third parties in an appropriate manner.

### **Avoidance of conflicts of interest**

Employees and business partners must avoid any conflicts of interest that could affect their independence or freedom of choice. Any potential or actual conflicts of interest must be reported immediately to ensure transparency and fairness.

### **Protection of company property**

We use the Company's property and resources appropriately and sparingly, protecting them from loss, theft or misuse. The intellectual property of our company represents a competitive advantage and thus an asset worth protecting, which we defend against any unauthorized access by third parties.

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### Implementation of the Code of Conduct

The Code of Conduct and the underlying documents such as the mission statement, procedural instructions and work instructions are regularly trained. In the individual companies, implementation is ensured and care is also taken to ensure that our employees are not disadvantaged by compliance with the guidelines or agreements.

In the event of violations of this Code of Conduct, GRITEC will take appropriate measures to investigate. As a matter of priority, we will try to explain the importance of the values to the employee in order to encourage them to change their behaviour in the future. However, there is also the possibility of taking labour or disciplinary action within the framework of applicable law in the event of violations of this Code of Conduct.

We have set up a whistleblower system that gives employees, business partners and third parties the opportunity to report violations or concerns regarding compliance with our Code of Conduct, among other things, confidentially, if desired anonymously and securely. Our whistleblower system can be reached at any time via the contact form under [www.gritec.com/de/kontaktformular-wb](http://www.gritec.com/de/kontaktformular-wb). It is available in several languages.

All information submitted will be treated strictly confidentially and independently examined. Whistleblowers enjoy full protection against any reprisals.

Customers, suppliers and other interest and stakeholder groups are informed about the requirements of this Code of Conduct and are requested to implement the principles formulated herein as well.

Our managers have an important role model function and are particularly measured in their actions against the Code of Conduct. They are the first point of contact for questions about understanding the regulations and ensure that all employees know and understand the Code of Conduct.

Trusting and good cooperation between employees and managers is reflected in honest and open information and mutual support.

Each and every one of us employees is personally responsible for ensuring that our conduct complies with this Code of Conduct