

## Context

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. We expect our business partners to follow this Code of Conduct as well.

The Code of Conduct summarises the essential principles and rules for everyone's actions and sets out our standards for our business partners.

Our expectations are set out in this code of conduct, which our business partners undertake to comply with.

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.

## Conduct in the business environment

### Compliance with the law

Laws and regulations protect everyone. Compliance with laws and standards is an essential basic principle of economically responsible action.

### Integrity and Compliance

Our suppliers and business partners align their actions with universally applicable ethical values and principles. In particular, integrity, integrity, respect for human dignity, openness and equal treatment guide action.

Corruption, bribery, antitrust violations and violations of export control law will not be tolerated. Acting with integrity, value-oriented leadership and self-control in the company are required. Rules and principles for fair competition must be observed. We demand transparent action and the condemnation of any illegal acts to provide advantages.

### Equal treatment and non-discrimination

A culture of equal opportunities, trust and respect is of great importance. Our suppliers and business partners promote equal opportunities and oppose discrimination of any kind. They 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 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. Internationally recognized human rights are respected by our suppliers and business partners and their observance is supported. Any form of forced and child labor is strictly rejected

The right of employees to form trade unions and workers' representatives on a democratic basis within the framework of national regulations is recognised.

The right to appropriate remuneration for all employees is respected. 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. Compliance with this requirement are a prerequisite for suitability and a condition for execution (minimum criterion).

### Occupational health and safety

The safety, integrity and mental and physical health of the individual take priority over all other corporate goals. The same safety standards should apply to employees of subcontractors and subcontractors as to ourselves. This is also taken into account in the selection and cooperation.

Our suppliers and business partners include occupational health and safety as an integral part of all operational processes. Your employees are instructed and supported in the perception of safety and health protection in their working environment and in compliance with occupational health and safety regulations. Each of the employees complies with the regulations on occupational health and safety.

### **Environmental and climate protection**

Resource efficiency and conservation are part of our actions and our suppliers and business partners. Both in the development of new products and services and in the operation of production facilities, care is taken to ensure that all resulting effects on the environment and climate are kept as low as possible. It is everyone's responsibility to treat natural resources sparingly and to contribute to the active protection of the environment and climate neutrality through their behaviour. In addition, we expect our suppliers to integrate environmental and social sustainability aspects into their business processes and to contribute to shared responsibility for sustainable development through transparent, fair and resource-saving practices.

### **Energy efficiency**

Our suppliers and business partners are encouraged to introduce an effective energy management system (e.g. in accordance with ISO 50001) and to continuously develop existing energy efficiency measures. For us, a responsible and resource-saving use of energy is an important prerequisite for a cooperative partnership.

### **Social responsibility**

Our suppliers and business partners promote and respect freedom of association within their sphere of influence. The rights to freedom of expression and for the protection of personal rights and privacy are recognised.

### **Money laundering**

All business partners 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.

### **Conflicts of interests**

Our suppliers and business partners will avoid situations where their own interests are or may conflict with our business interests. They will inform us immediately if they become aware of a conflict of interest.

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

The protection of personal data, especially of employees, customers and suppliers, is of particular importance. Personal data is processed confidentially and responsibly, everyone's privacy is respected and it is ensured that personal data is only used for legitimate purposes and is processed in accordance with applicable data protection laws.

### **Asset protection**

Our suppliers and business partners help to treat our property and resources properly and with care, protecting them from loss, theft or misuse.

### **Confidential business information**

Confidential information and our intellectual property represent an asset worthy of protection which, like material assets, are suitably protected against any unauthorized access by non-participants and other third parties.

### **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.

### **Complaints mechanism**

Our suppliers and business partners provide their employees with access to a protected process that is available at all times to report possible violations of the principles of this Code of Conduct via a dedicated reporting channel. No retaliation may be taken against persons who report wrongdoing. In addition, measures must be taken to maintain the confidentiality of these persons.

### Implementation of the Code of Conduct

Our suppliers and business partners make reasonable efforts to ensure that their customers, suppliers and other stakeholders and stakeholders are informed of the requirements of this Code of Conduct and that they are encouraged to implement the principles set out herein.

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 our business partners in order to encourage them to change their behaviour in the future. However, there is also the obligation or the possibility to take appropriate contractual steps or measures 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 the 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.

The principles of non-discrimination are observed in the selection of suppliers and in the dealings with suppliers.

They ensure that their employees are not disadvantaged by adhering to the guidelines or basic principles.

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By signing your signature, you confirm that your company complies with our Code of Conduct and you agree to the storage of the data in our data processing system.

(Date, signatures and stamps)