

Code of Conduct

1. General

This Code of Conduct outlines the standards for our business activities and reflects our corporate values. It is binding for all Dr. Schenk companies worldwide and all employees are expected to contribute to a corporate culture characterized by integrity and respect.

This Code of Conduct reflects our commitment to the principles of the UN Global Compact, the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Sustainable Development Goals (SDGs).

2. Business Integrity

All our business decisions and actions must comply with applicable laws and other relevant regulations, including, without limitation, anti-corruption and antitrust laws. Stable business cooperation for the benefit of all can only exist through fair competition and strict compliance with the legal system. Corruption, embezzlement and fraud distort competition, lead to higher costs, destroy the trust of customers and suppliers, and jeopardize our competitiveness and ultimately our jobs. Therefore, all employees must conduct themselves in a manner that does not create personal dependencies or obligations.

As a general rule, gifts should neither be given nor accepted. This applies to both cash and non-cash gifts. Promotional items may be accepted only if their value is low enough that they do not create any expectation of reciprocity. In certain situations - particularly abroad - exchanging gifts may be consistent with local customs and courtesies. In such cases, it must still be ensured that no obligation arises to provide anything in return and that all applicable national and international laws are observed.

If there is any doubt, the matter should be referred to a supervisor for a decision.

Our employees are expected to act in the best interest of our company. Private interests and personal consideration shall not affect any business decision and must be avoided.

We comply with all applicable laws and regulations on import and export control, sanctions, embargoes and other related laws, regulations and government orders controlling the movement of goods, technology, financial transactions, procurement or the hiring of personnel.

3. Health and Safety

We are committed to providing a safe and healthy work environment for our employees, contractors and visitors. This includes regular workplace risk assessments and the implementation of adequate hazard control and precautionary measures, including, but not limited to, the provision of appropriate personal protective equipment. We also conduct regular safety trainings to prevent accidents and exposure to harmful emissions. Our employees are obligated to comply with all applicable accident preventions regulations.

4. Product Security

We are also committed to manufacturing and delivering safe products according to all applicable legal and technical regulations. Our products do not pose any unreasonable risks to people's health and safety or to the environment. We only make accurate and supportable claims in relation to our products and never act in a way that could be false or misleading.

5. Working Conditions and Human Rights

Our success is also based on the respectful way we treat each other. We are committed to ensuring that our workforce is as diverse as our customer base. For this reason alone, we will not tolerate any form of discrimination or harassment in the work environment, whether based on race, ethnic origin, gender, religion or ideology, disability, age or sexual identity. Any form of belittling or insulting other people, even if not directly addressed at them, is prohibited. This, of course, includes sexual harassment and any behavior that is even potentially considered undesirable by those affected.

Respect for Human Rights is an integral part of our actions. We expressly reject any form of forced or child labor. All our employees have a right to appropriate compensation and paid time off, which at a minimum complies with the respective national legal and industry standards.

6. Environmental Protection

We operate our business in a sustainable manner by reducing consumption of energy, water, raw materials and supplies, wherever possible. For us, sustainability, environmental and climate protection and resource efficiency are key corporate objectives. We comply with all applicable environmental regulations regarding manufacture of our products and procurement of parts. Whenever possible we choose the most climate-friendly solution.

7. Supply Chain

We are determined to support responsible procurement along our supply chain. All our suppliers must comply with all applicable laws concerning business integrity, health and safety, product safety, working conditions, human rights and environmental protection. We continuously monitor our supply chain in order to identify risks related thereto and address potential concerns. We always maintain open communication with our suppliers.

8. Data Protection and Intellectual Property Protection

We attach great importance to intellectual property protection. We always ensure that any confidential business information, data or trade secrets gained by means of the business activities with our customers or our suppliers is held in strict confidence and not improperly used or disclosed to third parties.

Personal data of our business contacts and employees is processed in compliance with all applicable data protection laws and regulations.

9. IT Security

The security of our IT infrastructure is an essential part of our company. At all times, the confidentiality, integrity, and availability of our IT systems must be maintained, and all



applicable laws and regulations must be complied with. Employees are responsible for protecting the information they process or have access to against unauthorized access. The IT department is responsible for implementing and monitoring all IT-related security measures.

Our workforce is regularly made aware of the risks posed by IT security threats and receives appropriate training. The “Dr. Schenk Cyber Security Policy” must be complied with at all times.

10. Grievance Mechanism

We encourage our employees to speak up freely and without fear of retaliation. Retaliation against individuals who raise good-faith concerns about misconduct occurring in our company is prohibited.

We strive for continuous improvement and every employee is welcome to submit suggestions to our review team either in person, via e-mail or anonymously by internal mail.

Employees can contact their local Human Resources department to discuss questions regarding this Code of Conduct or to report violations of the above guidelines.