



## Code of Conduct of EbV Elektronikbau- und Vertriebs-GmbH

## 1 Purpose and scope of application

With this Code of Conduct, we describe our core values and responsibilities

- as a member of the society
- as a business partner and
- at the workplace

for all employees, managers and the management of EbV Elektronikbau- und Vertriebs-GmbH.

The purpose of the Code of Conduct is to make the basic legal and ethical requirements for their work at EbV Elektronikbau- und Vertriebs-GmbH clear and understandable to all employees. Employees must be familiar with it and base their behavior and decisions on it.

The term "employee" refers to both male and female persons and also includes members of the management.

## 2 General principles

A fundamental rule of our actions is compliance with applicable laws and regulations. All employees are obliged to comply with the legal provisions and internal company guidelines. It is one of our principles to avoid involvement in transactions that are aimed at circumventing legal provisions.

We expect personal integrity and reliability from our employees. In particular, every employee must uphold the reputation of EbV Elektronikbau- und Vertriebs-GmbH and avoid anything that could harm the company.

## 3 Human rights

Respecting human rights is an essential part of our social responsibility. As a family business, we know how important it is to take responsibility today and for the future. We treat each other fairly and are committed to upholding human rights right through the supply chain. We make sure that our actions do not unlawfully deprive people or communities of their livelihoods in the form of land, forests or water. This applies to our own companies, to our partners and to our supply chains.

## 4 Conflict minerals

EbV Elektronikbau- und Vertriebs-GmbH supports the efforts of industry associations, non-governmental organizations and authorities to prevent trade in conflict minerals, e.g. in accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act. Our goal is to ensure that no conflict minerals are procured or processed through careful scrutiny of the supply chain.

## 5 Prohibition of discrimination

We expect all employees to respect the personal rights, dignity and privacy of each individual and to promote respectful cooperation. Discrimination based on ethnic or national affiliation, political views, religion, gender, age, sexual identity, appearance or physical condition is not tolerated. We will combat bullying, sexual harassment, insults and threats of violence with all legal means at our disposal.

## 6 Anti-slavery, forced- and child labor

EbV opposes the exploitation of labor and supports Article 5 of the Charter of Fundamental Rights of the European Union. We strictly reject any form of slavery and child- or forced labor and expect the same from our business partners. We are committed to taking measures to prevent these practices in our supply chains and expect the same from our business partners.

## 7 Freedom of association

As a medium-sized company, EbV attaches great importance to close and personal communication between employees and management and is convinced of the success of a cooperative approach. Irrespective of this, EbV accepts the right of every employee to join or form a workers' organization or trade union of their choice.

## 8 Conflicts of interest

Employees must avoid situations that could lead to personal conflicts of interest. Business relationships of a private nature with companies that are affiliated or in competition with EbV Elektronikbau- und Vertriebs-GmbH must be reported immediately.

## 9 Confidentiality and data protection

Each and every one of us is obliged to keep confidential company matters and information from business partners secret. Data protection regulations must be complied with and personal data must be protected from unauthorized access. We process all personal data in accordance with applicable law.

## 10 Competition and the ban on cartels

EbV Elektronikbau- und Vertriebs-GmbH pursues its business objectives by legally and ethically impeccable means and participates in competition in a fair manner. Employees must comply with the rules of competition law and avoid private agreements with competitors.

## 11 Fighting corruption

We reject bribery and unfair competition. No employee may grant or accept private benefits that could influence appropriate decisions. Any suspicions must be reported to the management.

## 12 Dealing with business partners

We maintain a fair and open relationship with our business partners and strive for the best possible cooperation. Potential conflicts of interest must be identified and resolved at an early stage.

## 13 Integrity of information and communication

All records and reports must be correct, complete and truthful. This applies in particular to bookkeeping and financial statements as well as annual reports and information on the company's financial situation.

Official statements to the media are only made by the management.

## 14 Data protection

The protection and confidentiality of the information entrusted to us is a high priority for us. We process data in accordance with the applicable data protection laws and are committed to data and IT security measures.

## 15 Environment

EbV Elektronikbau- und Vertriebs-GmbH is committed to environmental protection and sustainability. Employees are required to consider the impact of their actions on the environment and to minimize environmental pollution.

We see this not only as an obligation, but also as an opportunity to achieve competitive advantages through environmentally friendly products and resource conservation.

EbV proactively promotes compliance with the legal provisions regarding prohibited substances in products and demands the same from its business partners.

## 16 Protection of corporate values

Our corporate values include tangible assets, intangible assets and the knowledge of our employees. These assets must be protected and only used for permissible business purposes.

## 17 Implementation

This Code of Conduct is part of the everyday working life of all employees of EbV Elektronikbau- und Vertriebs-GmbH. Superiors are responsible for ensuring that their employees know and comply with the rules and principles of conduct. Employees should ask their superiors for advice if they have any doubts.

The management of EbV Elektronikbau- und Vertriebs-GmbH is particularly committed to this Code of Conduct and will enforce compliance with these guidelines or have them enforced.

**Status: June 2024**