

Our commitment to ethics and responsibility

At Baudisch Electronic, we are committed to adhering to the highest standards of integrity, ethics, and responsibility. Our "Code of Conduct" serves as a guide for our daily actions and reflects our core values. We expect all employees, suppliers, and business partners to share and implement these principles.

1. Compliance with Laws and Regulations

We strictly comply with all applicable laws and regulations, including, but not limited to, antitrust and competition laws, environmental protection laws, and labor rights. We are committed to fair and transparent business practices and expect the same from our partners.

2. Anti-Corruption and Ethical Business Practices

Corruption and bribery are not tolerated in any form. We are committed to integrity in all of our business interactions and expect the same from our suppliers and business partners. Gifts or benefits may only be given or accepted when they are socially customary and appropriate and do not create conflicts of interest.

3. Respect for Human Rights and Labor Rights

We reject any form of child labor, forced labor, and modern slavery. Our working conditions are safe, healthy, and fair. Discrimination of any kind is not tolerated. We respect the freedom of association and the right to collective bargaining.

4. Environmental and Animal Protection

We take responsibility for the protection of our environment and comply with applicable environmental laws and standards. We are committed to continuously reducing our environmental impact through sustainable practices such as energy efficiency, greenhouse gas emission reduction, and recycling. Additionally, we adhere to national and international regulations concerning animal protection.

5. Responsibility in the Supply Chain

We only work with suppliers who meet our high standards. Suppliers are required to ensure compliance with these standards with their sub-suppliers. Baudisch Electronic reserves the right to verify compliance with these standards through audits.

6. Confidential Handling of Information

The protection of confidential information and personal data is of utmost importance to us. We ensure that all data, especially that of our customers and partners, is treated securely and responsibly.

7. Reporting System "Whistleblower Protection System"

Violations of our Code of Conduct or suspected violations can be reported confidentially and anonymously through our "Whistleblower Protection System." We will thoroughly investigate all reports and take appropriate action if necessary.

8. Purpose and Scope of the Code of Conduct

This Code of Conduct sets the framework for our daily actions and serves as a binding guide for all employees, suppliers, and business partners of Baudisch Electronic. It ensures that our actions are always in line with our ethical principles, legal requirements, and societal expectations. The Code provides clarity on our commitments and helps us uphold the highest standards of integrity, responsibility, and sustainability.

Wäschenbeuren, December 19, 2024

Matthias Lenz

Managing Director Baudisch Electronic GmbH