

Code of Conduct

Principles of Corporate Responsibility, Anti-Corruption Policy, as well as Code of Conduct and Ethics Escalation Policy

Compliance with ethical values is essential for long-term economic success. This includes fair interactions with one another and acting within the framework of established norms in everyday business activities.

We view the success of our customers as the key to achieving long-term and sustainable business success and consider it a matter of course to meet the expectations of all stakeholders in the process.

Management is responsible for a sustainable corporate strategy and its proper implementation. Integrity, as well as compliance with laws and ethical principles, are essential elements in maintaining the authenticity of our company (in an ethical and socially responsible manner).

Combined with our leadership principles and guidelines on quality, safety, and the environment, standards and directives are defined that ensure respectful and dignified treatment of our employees, safe working conditions, and sustainable interaction with the environment.

The Code of Conduct includes the following:

- The assumption of responsibility by our management,
- our interactions with employees and colleagues,
- our dealings with suppliers, and
- our conduct toward the environment.

Every manager as well as each individual employee is responsible for behaving in accordance with this Code. The behavior of our leadership serves as a role model, as they exemplify the principles of conduct and uphold them in all situations.

Human Rights

We respect and promote the dignity of every human being and are committed to the protection and observance of international human rights. We cate-

gorically reject the use of child labor and all forms of forced labor. We do not tolerate any working conditions that conflict with international or local laws and practices.

Discrimination

We do not engage in any form of discrimination in hiring, compensation, training opportunities, promotion, termination, or retirement based on race, ethnicity, gender, age, marital status, religion or belief, disability, pregnancy, sexual orientation, union membership, or political affiliation of our employees. We also require our employees to actively oppose such discrimination.

Disciplinary Measures

We firmly oppose the use of corporal punishment, mental or physical coercion, and verbal abuse.

Employee Motivation & Development

We consider motivated employees and their identification with our company's goals to be key success factors. The promotion of our employees is especially emphasized. Our focus lies on job-related, applicable training and education within the company, as well as on the development and support of future leadership potential.

Health and Safety

We protect the health and safety of our employees to the highest degree by providing a healthy and safe working environment. By complying with the safety regulations in force at our company, each individual contributes to ensuring a safe and healthy workplace.

Compliance with Antitrust & Competition Laws

With our high-quality services, innovative solutions, and reliability, we compete openly and fairly in global

markets. Under no circumstances do we engage in illegal and/or criminal practices such as bid rigging or other activities that exclude, distort, or restrict competition.

Conflicts of Interest & Bribery/Corruption

All our employees avoid situations in which their personal or financial interests conflict with those of the company. Our employees unequivocally distance themselves from requesting, accepting, or receiving unjustified or illegal advantages that could influence business decisions or transactions. Similarly, none of our employees shall offer or grant any impermissible advantages to business partners, their employees, or other third parties during business activities of any kind, nor attempt to do so or enter into any agreements to that effect.

Protection of Assets & Confidentiality

Each individual is expected to protect the company's tangible and intangible assets, to treat business and trade secrets as well as customer-related business information confidentially, and to comply with applicable principles of data protection.

Suppliers

We place high expectations on our suppliers and require them to adhere to the same strict principles in their business conduct, especially in how they treat employees, as we apply to ourselves. Additional behavioral requirements for our suppliers are outlined in our Supplier Code of Conduct.

Environmental Protection

We comply with all applicable national environmental laws, regulations, and standards to minimize environmental impact and hazards and to improve environmental protection in our daily business operations. Compliance with our Environmental Protection Policy is mandatory.

Export Controls and Economic Sanctions

We adhere to all import and export control laws, sanctions, and embargoes that govern the export or re-export of goods, software, services, and technologies to or from certain countries.

Data Protection

We use the personal data of our employees and contractual partners exclusively for business purposes and protect this data. Any processing of personal data of employees, customers, and business partners is conducted in accordance with applicable data protection laws and our data protection policy. Employees must be regularly trained to raise awareness of data protection.

Disclosure of Information and Financial Responsibility

We are committed to truthful reporting and recognize our responsibility toward our stakeholders. All business records and documentation are created completely, accurately, and truthfully in accordance with applicable regulations and generally accepted disclosure principles.

Plagiarism and Intellectual Property

We protect the intellectual property of third parties by respecting and acknowledging intellectual creations. Appropriate usage rights are always obtained when necessary. Furthermore, plagiarism is not tolerated and will always be reported to the appropriate authorities if discovered.

Whistle-Blowing

The identity of employees, business partners, and other third parties who report known misconduct or violations must be protected. No retaliatory actions—direct or indirect—may be taken against any person who reports an actual or suspected violation.

Compliance

This Code of Ethics and Conduct has been developed by management and made known to all employees. Our employees adhere strictly to this code in the performance of their duties. Questions regarding its application or interpretation, as well as reports of potential violations, are to be directed to the respective supervisor.

Measures in Case of Non-Compliance

Any procedures, practices, or actions by employees that conflict with this Code must be corrected and will result in disciplinary measures. Depending on the severity of the violation and previous history (e.g., repetition), this may include a warning, formal reprimand, or even termination.

If suppliers or other business partners fail to comply with these requirements, the issue will be addressed with the supplier, and corrective action will be requested. Depending on the severity and history of the violation (e.g., recurrence), the business relationship may be terminated.

If employees, suppliers, or other business partners of S&B GmbH & Co. KG violate the rules or raise concerns due to their behavior, management must be informed immediately.

Friedberg, 01 February 2023



Michael Boehler (Managing Director)



Martin Weber (Managing Director)