

Code of Conduct of ESZET Werkzeug GmbH

Our code of conduct is based on our corporate values.

Acting responsibly and lawfully is an integral part of our corporate culture and forms the basis for the trust that customers, business partners and the public place in us. In addition to this code of conduct, the applicable laws apply. In addition, we support and encourage all business partners and suppliers to also consider these principles.

The actions of all people within our company are based on universal ethical values and principles. In particular, integrity, honesty, respect for human dignity, openness and non-discrimination of religions, world views, gender and origin. This is an important part of our corporate culture.

Good cooperation includes honest, open and polite communication at all levels of the company. We take this into account both internally and externally towards business partners, authorities, government agencies and the public.

People who act illegally or enrich themselves personally at the expense of the company harm everyone in the company: the company management and the employees. Such behavior reduces the company's economic success, its ability to innovate and grow, and can ultimately endanger jobs.

The Code of Conduct serves as a guideline for our decisions and our actions and specifies standards for responsible behavior towards business partners and the public, but also for our behavior within the company.

We want all employees to comply with the principles laid down in the law.

In the event of violations of laws or internal guidelines, employees must expect appropriate consequences, including labor law and disciplinary measures. Such violations can also result in criminal and liability consequences.

Managers have a special role model function. Embodying our values credibly, exemplifying our corporate culture and consistently taking action against any behavior that is not in accordance with the law or with the company's basic values - these tasks are the responsibility of every manager in our company. Furthermore, every manager should create an atmosphere in which topics can be addressed openly and without fear of reprisals.

Trust is an important part of good teamwork. In order to achieve this at all levels of the company, we build on honesty and respectful interaction with one another. Targeted misinformation or the intentional or careless dissemination of untrue statements about colleagues or facts are not tolerated in our company.

Confidentiality Confidentiality

must be maintained regarding internal matters that have not been disclosed to the public by company management. In particular, this applies to strategic or organizational details, all

production processes and innovations in development or figures from internal reporting. This principle also applies to all employees after the end of the employment relationship.

Fair treatment of business partners

Our business partners (eg customers, suppliers, agents and consultants) can expect to be able to rely on us as a lawful business partner. We treat all business partners and third parties fairly and support respectful cooperation.

Law and order

We expect our business partners to comply with the law and the law in their business practices. Personal relationships or interests must not influence business activities.

Dealing with finances

We have set ourselves the goal of continuing and developing the company as an independent family business. It is important to us to use money as a resource in a sustainable manner and to avoid wasting money.

Handling of information

We are aware of the high sensitivity of the personal data of our customers, employees and suppliers as well as the company's own data. We protect them through careful and trusting handling. The data will only be used within the permitted framework. If the information is passed on, it must be checked whether the recipient is entitled to receive it. This applies both inside and outside the company. In addition, the requirement of secrecy applies to prevent internal information from becoming public.

Within the scope of their tasks and beyond, every employee is obliged to comply with the data protection regulations as well as the statutory and company regulations on information security. Misuse of confidential data is strictly prohibited.

Environmental protection

We are aware of our responsibility towards the environment and future generations. Within the scope of our influence, we strive for permanent support of the natural environment and conservation of its resources. At our location, we use the best possible, environmentally friendly practices that we continuously improve: "Lights off when you leave" as well as the purchase of energy-optimized devices or improved settings on technical systems. The regulations and standards for environmental protection must be met at our production sites. In addition, we use natural resources very responsibly and with foresight.

Social Responsibility

The well-being of everyone who is in the sphere of influence of our company is important to us. We expect the same from our suppliers and partners. Respect for internationally recognized human rights is the basis of all our business relationships.

Appreciation

We value every single employee as an individual personality. The appreciation goes far beyond the economic benefits for the company. We treat our employees and business partners with fairness and tolerance. Any kind of discrimination, sexual harassment or personal attacks are against our company principles and will not be tolerated.

Employee development

The know-how and commitment of our employees is a basic prerequisite for our success. Taking into account the economic possibilities, we want to qualify and further develop our employees personally and professionally. Our personnel development is geared towards the long term. It is important to reconcile the preservation of jobs, the promotion of young skilled workers, the needs of employees and the economic framework.

Occupational health and safety

Occupational health and safety are our top priority. In order to avoid health hazards, occupational health and safety regulations must be observed. Occupational health and safety is not a minor matter, but a mandatory task for every individual. Managers have an important and necessary function as role models and directives.

signed ESZET Tool Ltd