



Supplier Code of Conduct

Heberlein Technology AG

As a supplier to Heberlein Technology AG, we acknowledge our responsibility towards employees, business partners, and the environment. We are committed to value-oriented, ethically sound, and legally compliant business practices.

The principles and rules outlined below specify these commitments. By accepting an order, we commit to adhering to these principles and rules.

- 1. Compliance with Applicable Laws:** We adhere to all applicable laws and regulations at all our sites.
- 2. Safe Working Environment:** The health of our employees at our sites and in our facilities is our top priority, and we are committed to protecting them. Therefore, we create the healthiest and safest possible working environment for our employees through appropriate protective measures and strict observance of internal rules and regulations in that respect.
- 3. Prevention of Financial Misconduct:** We do not tolerate financial irregularities or illegal or unethical behaviour. Managers, employees, and business partners are trained and informed accordingly. The company provides designated contact points where misconduct can be reported without fear of retaliation.
- 4. Treatment of Employees:** We respect the diverse cultural, ethical, and religious backgrounds of our employees and are committed to the principle of equality, regardless of race, gender, age, origin, skin colour, disability, nationality, sexual orientation, gender identity, religion, or other protected characteristics. Within the company, we promote gender equality and prevent any form of workplace violence.
- 5. Data Protection:** Personal data is collected, processed, or used only to the extent necessary for defined, clear, and legitimate business purposes.
- 6. Business Partners:** We work exclusively with business partners who share our commitment to ethically sound business practices.
- 7. Environment:** Our company conducts its business responsibly and sustainably, aiming to protect the environment and reduce its environmental footprint. We promote behaviour that minimizes environmental impact, taking into account factors such as consumption of resources, mobility, greenhouse gas emissions, pollutant emissions, waste generation, and biodiversity.