



CODE OF CONDUCT

The Code of Conduct of GHM Messtechnik GmbH

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The GHM GROUP Code of Conduct sets out guidelines for our daily behaviour. It governs how employees of the GHM GROUP treat each other as well as customers, visitors, suppliers, authorities and all other institutions.

I. Our values

A. Acting with integrity

Our behaviour is based on openness and mutual respect. We live our values: reliability, honesty and respect, credibility and integrity. We take responsibility for ourselves, our company and society. Our entrepreneurial conduct takes not only economic but also ecological and social factors into account.

B. Striving for continuous improvement

Among the most important means of continuously improving ourselves are innovations that really make a difference. Our customers trust us to identify opportunities and help shape the future: to bring forth innovative products, services and solutions that address their most pressing needs.

C. Statement of commitment

Our Code of Conduct is obligatory. All managers and employees of the GHM GROUP must comply with its guidelines and principles. The obligation to comply with the Code of Conduct arises directly from the applicable laws, company regulations, corporate guidelines and duties resulting from the employment obligations arising from the employment relationship. Violations of the Code of Conduct may have consequences under labour law.

Compliance with our Code of Conduct, legal requirements and internal policies is an essential part of our company's image as a credible and reliable partner.

II. Responsibility to people and environment

A. Human dignity

Respect for and protection of the dignity of every individual and their personal rights are a fundamental value of all the actions of the GHM GROUP and its employees. We respect human rights and are committed to complying with the laws and rules regarding human dignity.

The GHM GROUP treats its employees fairly, without bias and prejudice and does not tolerate any form of harassment or bullying. We do not tolerate any verbal or physical behaviour that disrespects or humiliates another person. Of course, this also applies to visitors, customers, suppliers and anyone else with whom we deal.

B. Equal opportunities and anti-discrimination

The GHM GROUP supports the fundamental rights of all people. We do not accept any kind of discrimination. Thus, every employee can expect fair treatment and equal professional opportunities, regardless of origin, ethnicity, religion, gender, physical limitations or sexual orientation. We value our employees and their diversity. We develop our employees and compensate them fairly.

C. Occupational health and safety

The GHM GROUP is committed to providing a healthy and safe working environment. We comply with national health and safety laws and regulations as well as our own rules and standards in this area. The safety and health of our employees is a corporate objective of equal importance to our economic success.

D. Environmental and climate protection, sustainability

The GHM GROUP operates efficiently and constantly strives to minimise waste and reduce the negative environmental impact of our business activities. We promote sustainable development. We comply with all relevant environmental regulations. Each employee bears responsibility for treating natural resources with care and contributing to the protection of the environment and climate through their individual behaviour.

III. Compliance with laws and directives

Compliance with applicable national and international laws and regulations is a fundamental principle of our company's business conduct. This also applies to our internal rules. Any violation of applicable law or internal guidelines and instructions may result in serious consequences under criminal and/or civil law.

IV. Responsibility in dealing with business partners and third parties

A. Protection against corruption and bribery

We do not tolerate corruption or bribery. Our business relationships should be based solely on objective criteria. In addition to quality, reliability and competitive prices, this also comprises the observance of ecological and social standards. We also commit ourselves to complying with the relevant country-specific anti-bribery and anti-corruption laws and regulations.

B. Avoidance of conflicts of interest

Within the scope of their employment, we expect integrity and loyalty from all employees. They act exclusively in the interest of our company. To avoid conflicts of interest, private or own economic interests are always separated from the economic interests of the GHM GROUP. Only objective criteria also count in personnel decisions or business relationships with third parties.

C. Fair competition

The companies and employees of the GHM GROUP are obliged to comply with all competition and antitrust regulations of the countries in which we operate. We welcome and promote free and open competition among market participants. The GHM GROUP acts as a strong, but fair and lawful, competitor.

D. Prevention of money laundering and terrorist financing

We do not tolerate activities related to money laundering under any circumstances. We carefully verify the identity of customers, service providers, consultants and other third parties with whom we have business relationships or with whom business relationships are initiated.

In compliance with national and international laws, we ensure that business transactions with third parties do not violate trade regulations such as economic embargoes, import and export control regulations, or applicable regulations on the prevention of terrorist financing.

E. Grants/gifts to and from third parties

Employees of the GHM GROUP may not, at any time, accept or demand inappropriate gifts or benefits or make them available (directly or indirectly).

Accepting hospitality from third parties or offering entertainment to third parties is tolerable only if such benefits are proportionate to a clearly defined business purpose and are transparent and reasonable.

F. Protection of Assets

We expect all employees to protect our company's assets, including all tangible and intangible assets. This also includes intellectual property as well as all documented and binding internal processes, procedures, products and designs developed by our employees that are used in our company. The business assets are to be used exclusively for company purposes. We also respect the intellectual property rights granted to third parties.

V. Responsible handling of information

A. Data protection

The protection of informational self-determination and privacy as well as the security of data processing are important concerns for us. For this reason, we take all necessary precautions to ensure that the collection, processing and use of personal data provided to our company is transparent, purposeful, traceable, careful and in compliance with the applicable legal provisions of data protection law. We are committed to ensuring an appropriate standard of security in the processing of information so that the confidentiality, integrity and verifiability of sensitive information is ensured, and unauthorised use is prevented.

B. Protection of data privacy

Our accounting and financial reporting are carried out in an orderly, correct, timely, complete and transparent manner in accordance with the relevant statutory regulations and standards. In addition, key business processes must be appropriately documented as part of an internal control system. This must ensure the complete and correct recording of information relevant to accounting.

C. Trade and business secrets

Company and business secrets of the GHM GROUP and other sensitive business information must be treated confidentially. Information is an important corporate asset for the GHM GROUP. It provides a competitive advantage and must be protected to avoid undesirable disclosures that could harm business operations, brands or other stakeholders. It is a matter of course for the GHM GROUP to respect the privacy of employees and others, including suppliers, customers and visitors.

The employees of the GHM GROUP protect all intangible assets, in particular industrial property rights, and confidential information or trade secrets. This includes, but is not limited to, contract and pricing information, marketing plans, technical specifications and personal data.

D. Documentation

In order to avoid the impression of improper or criminal conduct from the very beginning and to enable an audit of proper business conduct at any time, all business activities must be carried out responsibly and the records must be kept correctly.

All business transactions must be properly and transparently documented, and the records must be stored securely. In this regard, the highest degree of accuracy and completeness as well as a sense of responsibility are indispensable in all business processes.