

CODE OF ETHICS AND BUSINESS CONDUCT FOR BUSINESS PARTNERS

1. Preamble

HAUK & SASKO is committed to environmentally and socially responsible business management. We expect the same conduct from all of our business partners (Suppliers, service providers, freelancers, etc.). We also require all of our employees to respect the principles of environmentally and socially responsible and ethical conduct and to integrate these principles into our company culture. Furthermore, we strive continually to optimize the sustainability of our corporate activities and our products and services, and we ask our business partners to contribute to these efforts in the spirit of an integrated approach.

The following rules for a common code of conduct apply to future cooperation. This agreement forms the basis for all future business relations. The business partners commit to fulfil the principles and requirements of the Code of Conduct. The business partners are requested to commit their subcontractors to adhere to the standards and rules specified in this document.

Violation of this Code of Conduct can constitute a cause and reason for the company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations' Universal Declaration of Human Rights, guiding principles about children's rights and child labour, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's international labour standards.

To meet social responsibilities business partners shall and act with integrity and we expect them to conduct their business in an ethical manner, adhere to all applicable laws and regulations as well as to the requirements of standards.

Business partners shall fulfill the principles set forth in the HAUK & SASKO Code of Conduct and shall incorporate all applicable aspects of the HAUK & SASKO Code of Conduct in their management systems.

2. Employee Rights / Human Rights of Workers

Businesses should support and respect the protection of internationally proclaimed human rights.

HAUK & SASKO and its business partners have a responsibility to uphold human rights both in the workplace and more broadly within its sphere of influence. Businesses should make sure they are not complicit in human rights abuses.

HAUK & SASKO expect its business partners to ensure that they are not complicit to crimes against human rights in any way. By complicity is understood both direct complicity that occurs when a company knowingly assists a state in violating human rights, beneficial complicity meaning that a company benefits directly from human rights abuses committed by someone else and silent complicity, that is when a company fails to raise the question of systematic or continuous human rights violations in its interactions with the appropriate authorities.

Working time for business partners' employees should not exceed the maximum set by the applicable national law and overtime work shall be on a voluntary basis. Business partners shall respect the right to rest and leisure of their employees in balancing their work and private lives. Compensation shall be paid to employees regularly, in a timely manner and in full according to applicable laws and shall comply with applicable national wage laws. It is recommended that business partners offer their employees ample training and educational opportunities.

Business partners undertake to commit to an open and constructive dialogue with their employees and workers' representatives. In accordance with local laws, business partners shall respect the rights of their employees to associate freely, form and join labor unions, seek representation, join works councils and engage in collective bargaining.

Business partners shall not disadvantage employees who act as workers' representatives so that they can exercise their role without fear of reprisal or discrimination.

Equal treatment of all employees must be a fundamental principle of the business partners corporate policy. Any kind of discrimination is prohibited. Physical abuse, sexual or other harassment, and discrimination based on race, religious creed, caste, national origin/ancestry, genetic information, military and protected veteran status, religion, age, disability, gender, gender identity or expression, pregnancy, marital status, sexual orientation, union membership, political affiliation, or any other characteristic protected under applicable law or local ordinance is strictly prohibited.

HAUK & SASKO does not tolerate child labor in its supply chain. Business partners must prevent any sort of child labor in their business operations. In case young workers are employed they must not do work that is mentally, physically, socially or morally hazardous or interferes with their schooling.

3. Sustainability, Health, and Safety

HAUK & SASKO recognizes its social responsibility to protect the environment and expects its Partners to share its commitment. You are required to comply with all applicable environmental laws and regulations and are expected to work to reduce consumption of resources, including raw materials, energy, and water, throughout all aspects of the product or service lifecycle. You are encouraged to reduce or eliminate waste of all types by implementing appropriate conservation measures in your facilities and by recycling, re-using, or substituting materials.

Worker health, safety, and well-being are also important to HAUK & SASKO. We expect from our business partners to provide and maintain a safe and healthy work environment and fully comply with all applicable safety and health laws, regulations, and practices while also minimizing the environmental burden of your operations and products on the environment. Adequate steps must be taken to minimize the causes of hazards inherent in the working environment, prevent workplace accidents and injuries, and promote safe and healthy workplaces.

Business partners shall have Health and Safety programs in place to identify, assess and manage risks to ensure and improve employee safety and wellbeing.

Employees have to be adequately protected against chemical, biological and physical hazards. Physically demanding tasks and conditions in the workplace as well as risks associated with infrastructures used shall be adequately managed to protect their employees.

Business partners shall provide safe workplaces, workstations and work equipment by adequate maintenance and necessary technical protective measures to mitigate risks and to prevent accidents and occupational illnesses. He shall also set up appropriate controls for the tasks to be performed, safe work procedures and provide employees with appropriate personal protective equipment.

An appropriate organization of work in terms of working hours and rest breaks to avoid excessive physical or mental fatigue has to be ensured. On top of ensuring physical safety, business partners shall undertake best efforts to support the mental health of their employees.

A safe and healthy working environment shall include, as a minimum, the provision of potable water, adequate lighting, temperature, ventilation and sanitation and, if applicable, safe and healthy company living quarters.

4. Employee Well-being

The business partners shall foster a diverse and inclusive workplace culture where all employees feel valued and respected. As the world of work evolves, supplier shall be committed to implementing flexible work arrangements that support of his employees' wellbeing, increase productivity, and attract new talents.

Wherever it makes sense and is possible, the hybrid work model combines remote and office work, giving employees the flexibility to choose where and how they work best. Teams shall be encouraged to have regular in-person meetings to maintain cohesion and collaboration.

Reduced commuting leads to lower greenhouse gas emissions and shall contribute to business partners sustainability goals. Continuous learning opportunities, career development programs and mentoring to support employee growth. The business partner has to commit fair wages, safe working conditions and respect for human rights in his supply chain and operations.

5. Climate Protection

Business partners shall have climate protection as an important element of their business strategy (e.g., targets and/or company values). They shall assess the impact and risks climate change has on their business and supply chains and adapt both to climate change.

The contamination of soil, air and water shall be avoided as well as noise and light pollution. Business partners shall undertake reasonable efforts to ensure the safe and compliant handling, storage, transportation, reuse, recycling and disposal of all types of solid and liquid wastes. They shall also undertake reasonable efforts to ensure that wastewater effluents are safe to receiving surface and ground waters. Especially the release of hazardous substances or active ingredients via spills or via fugitive emissions to the environment has to be prevent and minimized.

6. Data Privacy and Data protection

When collecting, storing, processing or transmitting personal data (e.g. name, address, telephone number, date of birth, information on health status) of employees, customers or other third parties, the business partner has to ensure the utmost care and strict confidentiality as well as compliance with applicable laws and regulations.

Employees who handle personal data should be advised and supported by the responsible data protection officer.

The business partner complies with applicable laws and regulations when we collect, store, process or transfer personal data and information.

Business partners have to implement a company policy to protect customers', employees', business partners' and even website visitors' data and privacy.

Business partners information systems that contain HAUK & SASKO confidential information or data has to be appropriately managed and protected against unauthorized access, use, disclosure, modification or destruction. Business partners shall collect personal information only for legitimate business purposes, use it in a legal, transparent and secure manner, share it only with those who are allowed access, protect it in accordance with security policies, retain it only for as long as necessary and obligate third parties with access to personal information to protect it.

In the event of data breach, the business partner immediately informs its customers.

7. Antitrust and Competition

Business partners will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws of all countries.

Although these laws may vary from country to country, they generally prohibit agreements or actions that reduce competition. They seek to protect the competitive process so that consumers receive the benefits of competition.

Appropriate behavior in competition is mandatory for all employees of the business partner.

The business partner ensures its employees adhere the following:

- no illegal discussions or contacts with competitors about pricing, costs, or terms or conditions of sale,
- no illegal discussions or contacts with business partners and customers that restrict or boycott trade or exclude competitors from the marketplace,
- no agreements with competitors regarding allocating markets or customers.

Violations of antitrust or competition laws may result in severe penalties, including large fines and jail terms.

8. Improper Payments, Money Laundering, and Economic Boycotts

Partners cannot offer or pay bribes. You are prohibited from offering, promising, authorizing, directing, paying, making, or receiving any bribes, kickbacks, or payments of money or anything of value (directly or indirectly) to improperly obtain business or any other advantage for HAUK & SASKO or yourself.

Business partners shall not offer or accept bribes or other unlawful incentives (e.g., 'facilitation payments') to or from their business partners or government officials. Business partners shall not

offer to HAUK & SASKO employees any kind of gifts or personal benefit which could be perceived as a bribe.

In all cases, gifts or entertainment shall not be offered to improperly influence a business relationship and must not violate applicable laws or ethical standards.

9. Lobbying of Government Officials

Business partners must not pay or enter any agreement to pay, directly or indirectly, a contingent fee to any party for the purposes of obtaining a government contract or influencing government action. You may not receive any contingent fees or participate in any influence/referral fee program on any transaction involving a government or public sector end user.

10. Trade Compliance Laws and Regulations

German global trade laws and regulations govern all imports, exports, re-exports, and use of Germany origin commodities and technical data, wherever located. HAUK & SASKO expects that the business partner complies with all applicable German and global trade laws and regulations.

Business partners must comply with export control regulations applicable to their business and provide accurate and truthful information about it to customs and other authorities when required.

The business partner has internal processes and systems in place preventing the use or diversion of their goods, software, technologies or services in improper ways. In case of concerns, the business partner will not do business with the potential customer.