

Code of Conduct of EM-Systeme GmbH

Preamble

EM-Systems GmbH is an innovative, responsible company that strives to support our employees, to continuously develop and improve our company and our products.

Our clear values and principles should be underpinned by this code of conduct and make it clear that we not only live this code internally, but also towards our customers, suppliers and society.

Every employee of EM-Systems GmbH undertakes to align their actions with this code and thus align all actions and decisions with the generally applicable ethical and legal principles. Only through honest, open communication internally and externally can the integrity, credibility and respect for people and the environment of a company and each employee be credibly manifested.

Especially in today's fast-paced world, action must be taken to counteract the challenges of climate change, the scarcity of resources and compliance with human rights.

Compliance with applicable law

Of course, we observe the applicable laws and other legal regulations and refrain from behavior that violates laws and regulations.

We also expect our business partners, customers and suppliers to observe, comply with and implement these guiding values.

Relationships with Competitors and Business Partners

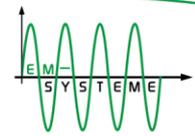
We stand for fair, honest and open competition, without inadmissible agreements regarding prices, customers, delivery areas or anything else.

We have zero tolerance for any form of corruption, so our employees are prohibited from accepting a benefit that is intended to influence a decision-making process with a business partner.

Hospitality, invitations or other benefits are only offered or accepted within the scope of customary hospitality or recognized business practices.

Working conditions

Respectful interaction among employees is expected. Any form of discrimination based on age, nationality, religion, skin color, sexual orientation, marital status, etc. is not accepted either in the company or towards third parties.



Sexual harassment, bullying, abuse of power, intimidation and threats will not be tolerated.

We expect loyalty from our employees, i.e. they should avoid situations in which their personal or financial interests collide with those of EM-Systems GmbH or business partners. (e.g. secondary employment in a competitor).

Work-and Healthprotection

A high priority in our company is the protection of the health of our employees. You will be protected against excessive physical and mental stress in accordance with the applicable regulations for safety and health at your respective workplace with the greatest possible effort.

Every employee is expected to take responsibility for their own safety and the safety of other employees or third parties.

Confidentiality of data and information

The protection of personal data and business secrets of our company, as well as the data and secrets of our business partners entrusted to us, is our top priority.

Our employees are obliged to maintain secrecy about all operational and business processes, even after you have left the company.

Compliance with the data protection regulation is pursued with all available technical means and every employee ensures compliance with the applicable regulations.

Social and environmental principles

Not only social responsibility towards our employees is an important part of a company, but also the protection of human rights.

We oblige our employees and business partners to ensure that human rights are respected during the manufacture of the products. Bans on child labor and forced labor are strictly observed and checked as far as we can.

Equally important goals for us are sustainable environment, resource and climate policy. We are concerned about compliance with and promotion of environmental and climate protection during our production processes.

Every employee uses natural resources responsibly and contributes to protecting the environment and climate through their behavior.

Address concerns and report violations

Openly addressing or discussing concerns about behavior in the workplace with one another is crucial to a constructive dialogue and can often be resolved in this way.

Employees who, in good faith, address or report actual or suspected misconduct or illegal business practices will not be disadvantaged in any way.

When dealing with violations, we look for fairness, appropriateness, confidentiality and a transparent process.