

CODE OF CONDUCT

SAXONIA Galvanik GmbH



SAXONIA GALVANIK

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1. Legality

1.1 Compliance with laws and internal guidelines

Compliance with all relevant legal provisions and internal regulations is a fundamental prerequisite for responsible corporate behavior. National and international laws as well as internal regulations play a central role in this. Our team leader are required to actively represent these principles and to accompany and support their teams in their consistent implementation.

2. Competition

2.1 Fair conduct in competition

A fair and transparent competitive environment is an indispensable basis for economic activity. Any form of unfair behavior or illegal agreements to gain competitive advantages is strictly rejected. This applies in particular to agreements on prices, terms and conditions and market or customer allocations that violate applicable competition or antitrust law. Care is also taken with business partners to ensure that their entrepreneurial freedom is not unlawfully restricted. Should our company occupy a dominant market position, it goes without saying that it will be handled responsibly and lawfully.

3. Confidentiality

3.1 Data protection and data security

The protection of operational and personal data is a top priority. Within the framework of the applicable legal provisions, we ensure that all data of employees, business partners and the company itself is processed, transmitted and stored securely. The careful and respectful handling of sensitive information is an integral part of our corporate culture.

Confidential content - such as business secrets, personal data or other internal information - is consistently protected against unauthorized access and disclosure. This applies both to our own information and to the confidential information of partner companies.

Employees who have access to such data or receive it in the course of their work may only use it in a business context and under no circumstances for private purposes.

Disclosure is only permitted under narrowly defined conditions if such disclosure is required by law or has been authorized by the data owner.

4. Integrity

4.1 Clear stance against corruption

Any form of corruption, bribery or extortion is consistently rejected. No behavior aimed at influencing decisions in business or public environment by unlawful or inappropriate means will be tolerated.

In business dealings, no benefits are offered, granted or demanded if these are aimed at undue preferential treatment. Similarly, inappropriate benefits are not accepted. Particularly high standards of due diligence apply when dealing with authorities, government agencies or public officials.

Donations, sponsorship and other benefits are always handled transparently and reviewed in order to identify and prevent possible bribery at an early stage.

4.2 Avoidance of conflicts of interest

Employees are expected to avoid situations in which personal interests could conflict with professional duties or the objectives of the company.

Business decisions must always be made objectively and in the best interests of the company - regardless of private connections or self-interest. Conflicts of interest can arise, for example, through private business relationships with related parties, through secondary employment or through shareholdings in other companies.

In such cases, the interests of the company must not be compromised. Possible conflicts of interest must be disclosed at an early stage so that they can be clarified jointly and in a spirit of trust.

5. Working together

5.1 Human rights and mutual respect

Respecting human rights and promoting respectful interaction with one another are key elements of corporate responsibility and make a significant contribution to the sustainable success of our company. All employees are expected to contribute to a corporate culture that is characterized by appreciation, fairness, openness and cooperation.

The protection of human rights is a fundamental principle. Any form of discrimination or harassment in the workplace - for example on the basis of gender, skin color, disability, origin, religion, age, sexual identity or membership of a minority - is firmly rejected. The focus is always on respectful, unprejudiced treatment of all people.

Our company, which is committed to respecting human rights, acts on the basis of clear principles. This includes not violating existing rights, recognizing risks at an early stage and taking active action in the event of violations. This is an expression of our attitude, which focuses on equal treatment and the protection of human dignity.

5.2 Prohibition of illegal work

All forms of forced labor, child labor and human trafficking are expressly rejected. The protection of basic labor rights is an indispensable part of responsible corporate governance.

The employment of persons below the statutory minimum age is not permitted and will not be tolerated in any form. Any form of exploitation or involuntary employment is also prohibited. Employment relationships must always be based on free will - without coercion, pressure or dependency.

Our company and our employees are responsible for creating a working environment that is based on fairness, safety and respect for fundamental human and labor rights.

5.3 Fair working conditions and appropriate remuneration

Fair working conditions are a fundamental component of social responsibility. Any form of exploitation - especially of disadvantaged groups such as local communities, minorities or indigenous peoples - is firmly rejected.

Compliance with legal and contractual requirements regarding remuneration is a matter of course. Work is remunerated transparently, fairly and at least in accordance with the applicable minimum wage regulations. Protection against health risks in the workplace is also an integral part of a responsible working environment.

5.4 Diversity and equal opportunities

The personal and professional development of our employees is a central concern of our company. The promotion of individual strengths, support for independent action and respectful interaction form the basis for sustainable and successful cooperation.

Trust, a sense of responsibility, openness, honesty and equal opportunities characterize a modern and fair management culture. Different experiences, perspectives and talents are not only recognized, but also used as a source of innovation and shared strength.

Flexible working models that take employees' personal circumstances into account contribute to a positive working environment, as does respectful, unprejudiced interaction with one another. The aim is to create a working atmosphere that sees diversity as an enrichment and in which tolerance and mutual appreciation are practiced.

5.5 Right to organize

Our employees have the right to organize or join works councils in accordance with the applicable national laws in order to protect and represent their employee rights.

The exercise of this right is expressly supported. Any form of obstruction or restriction of freedom of association is rejected.

5.6 Whistleblower protection

In accordance with the Whistleblower Protection Act, we protect individuals who report illegal behavior or serious misconduct in the workplace. Reports can be submitted confidentially and anonymously via internal reporting channels.

Any form of discrimination or reprisals against whistleblowers is prohibited and contradicts our core values of integrity, openness and responsibility.

If you suspect that there are abuses in our company that are detrimental to the public interest, please report your suspicion to the following email address: hinweisgeber@saxonia-galvanik.de.

Only a trained employee who is bound to confidentiality and data protection has access to this email address. Employees also have other internally communicated channels at their disposal that do not require the use of email.

Unless you wish to remain anonymous, the reporting office will confirm receipt of your report within seven days of receipt. The reporting office will inform you within three months at the latest of any further investigations carried out or steps taken to process the report. If you have any concerns or suspicions, your line manager or the management team will of course remain available to you as points of contact.

6. Responsibility

6.1 Occupational safety, health and environmental protection

The health and safety of all employees and the protection of the environment are fundamental values of a responsible company. The aim is to create and continuously improve a safe, healthy and environmentally friendly working environment.

All legal requirements in the areas of occupational health and safety, health care and environmental protection are strictly adhered to. In addition, great importance is attached to preventative measures - for example through regular risk assessments, training and clear emergency and fire protection concepts.

The environment is also of particular importance. The careful use of natural resources, the avoidance of emissions and the proper disposal of waste are an integral part of our operational activities. Environmental aspects are taken into account in all operational decisions.

All employees are called upon to actively contribute to occupational health, safety and environmental protection - both in their own area of responsibility and as a team.

6.2 Quality and sustainability

Reliable quality and responsible use of resources are fundamental principles of our actions. We focus on well thought-out, long-lasting solutions and ensure that our services and processes meet high quality standards in all areas.

At the same time, we see sustainability not only as an ecological goal, but also as an integral part of our economic and social activities. This includes the efficient use of resources, the avoidance of environmental pollution and the consideration of ecological effects along the entire value chain.

We actively promote a corporate culture in which quality, environmental awareness and long-term thinking go hand in hand - for the future of our company, our employees and our planet.

6.3 Responsibility in the supply chain

Even though our supply chains are generally short and we source locally wherever possible, we also strive to uphold and promote fundamental values in these short supply chains.

We attach particular importance to respecting human rights and protecting the environment. We expect our business partners, especially our direct suppliers, to share and implement these principles.

6.4 Financial reporting

Our company undertakes to present its financial information, including taxes and license or other fees, transparently in accordance with the applicable national and international regulations. In the event of changes to the legal framework, the company will adjust these immediately.

6.5 Proper documentation

The company adheres strictly to the legal requirements for proper accounting and financial reporting. Financial statements are prepared on time and in accordance with the applicable accounting standards.

Employees are expected to maintain documents, records and financial statements correctly and in accordance with the applicable rules and regulations.

7. Care

7.1 Handling property and assets

The company expects its employees to treat and protect the company's material assets and those of its business partners with respect. Company equipment and assets are to be used with care as if they were the employee's own property. Private use is strictly prohibited unless expressly permitted.

7.2 Protection of intellectual property and copyright

We are committed to ensuring that no counterfeit or non-original parts are used in order to prevent their distribution on the market. To ensure this quality, we work in accordance with the guidelines for production processes and product approvals. Our actions are based on applicable laws, official requirements, recognized standards, customer-specific requirements, technical specifications and contractual agreements.

In addition, the company respects the intellectual property of third parties, in particular copyrights and industrial property rights.



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Geschäftsführer



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