

## **1 ETHICAL BUSINESS CONDUCT**

### **1.1 COMPLIANCE WITH LAW AND ORDER**

Compliance with laws and regulations is an essential basic principle of responsible business practice for BSN Thermprozesstechnik GmbH.

We adhere to the applicable legal obligations and prohibitions at all times. If national laws contain stricter regulations, or restrictions applicable to the export or re-export of goods, software, services and technologies, or restrictions applicable to trade, then national law shall take precedence.

### **1.2 FAIR COMPETITION**

We respect fair competition and comply with applicable laws that protect and promote competition, in particular applicable antitrust laws and other laws regulating competition.

In dealing with competitors, these regulations specifically prohibit collusion (zero tolerance) and other activities that influence prices or conditions or unduly impede free and open competition.

Conflicts of interest with private matters or with any other business or non-business activities, including those of relatives or other persons close to the company, should be avoided from the outset. If they nevertheless arise, they must be resolved in compliance with the law and applicable directives. This requires the transparent disclosure of the conflict.

Actions and (purchasing) decisions must be free of extraneous considerations and personal interests. Any form of corruption, extortion, bribery and unfair business practices is strictly prohibited. The applicable criminal law on corruption must be observed and complied with.

### **1.3 CONFIDENTIALITY/DATA PROTECTION**

The protection of personal data, in particular of employees, customers and suppliers, is particularly important to us. No personal data may be collected or processed without legal authorization or the consent of the data subject.

All records must be accurate and truthful. Standard good accounting principles must be observed. This means that all business transactions must be recorded continuously, completely, and correctly, as well as in a timely and orderly manner, and must therefore always be complete and correct as well as carried out in a timely manner and in accordance with system requirements.

Financial and non-financial information is disclosed in compliance with applicable regulations.

#### **1.4 WHISTLEBLOWER PROTECTION AND ANONYMOUS COMPLAINTS**

We provide an anonymous complaints mechanism for all employees and all interested parties to report complaints related to the workplace and business relationships.

We protect the confidentiality of whistleblowers and prohibit reprisals.

This policy aims to provide all parties concerned with a structured mechanism for the management of complaints, enabling them to report suspected and/or known acts of misconduct, corruption, and cases of fraud, waste and/or misuse involving resources. It ensures that they will be protected in good faith from reprisals for whistleblowing.

#### **1.5 INTELLECTUAL PROPERTY**

The intellectual property of our company represents a competitive advantage for BSN Thermprozesstechnik GmbH and is therefore an asset worthy of protection, which we defend against any unauthorized access by third parties.

Intellectual property rights shall be respected; technology and know-how shall be transferred in a manner that protects intellectual property rights and customer information.

We use the Company's property and resources properly and carefully and protect them from loss, theft or misuse.

#### **1.6 RESPONSIBLE PROCUREMENT OF RAW MATERIALS AND PARTS**

BSN Thermprozesstechnik GmbH and its suppliers are obliged to exercise due care in the procurement of raw materials and parts, including conflict minerals.

The procurement and use of raw materials and parts obtained illegally or by ethically reprehensible or unreasonable means shall be avoided. This also applies to the procurement and extraction of raw materials as well as to environmental protection, including chemicals management, and the respect of human rights.

BSN Thermprozesstechnik GmbH requires its suppliers to develop, implement and uphold effective methods and processes to identify and minimize the risk of introducing counterfeit parts and materials into our supply chain.

In the event that counterfeit parts are identified, an effective product traceability procedure is in place, enabling customers and recipients of counterfeit products to be informed immediately.

## 2 ECOLOGICAL RESPONSIBILITY

Sustainable environmental and climate protection as well as efficient use of resources are important corporate goals for us. Both in the development of new products and in the operation of our production facilities, we take care to ensure that any resulting impact on the environment and climate is kept to a minimum and that our products make a positive contribution to environmental and climate protection for our customers.

Every employee bears responsibility for conserving natural resources and contributing to the protection of the environment and climate through his or her individual behaviour.

This includes the following aspects:

- **Energy consumption & greenhouse gas emissions**

We are reducing our emissions by optimizing our internal processes and modernizing our vehicle fleet. We take CO<sub>2</sub> emissions from electricity into account and collect key figures as part of the environmental management system in accordance with DIN EN ISO 14001.

- **Water quality & consumption**

To protect the environment and improve the overall water quality, we regularly monitor and analyse water consumption and raise awareness among our employees.

- **Reduced consumption of raw materials and natural resources**

We promote and support the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling at the same time by reusing materials.

- **Responsible procurement of materials**

Right from the start of the project planning phase for industrial furnaces, we attach great importance to the responsible procurement of raw materials and to consideration of the life cycle of the materials used (recyclability, etc.).

### **3 SOCIAL RESPONSIBILITY**

#### **3.1 HUMAN RIGHTS**

We respect internationally recognised human rights and support their observance. We strictly reject any form of forced or child labour. Child labour may not be used during any stage of production.

#### **3.2 CONDITIONS OF WORK**

We have a close and trusting working relationship with our employees and foster open communication about working conditions and management practices. We recognize the right of all employees to form employee representative bodies on a basis consistent with national regulations.

The right to adequate remuneration (fair pay) is recognized for all employees. Remuneration and other benefits are at least in line with the respective national and local legal standards or with the level of the national business sectors/industries. Working hours must comply with applicable laws or industry standards.

#### **3.3 HEALTH PROTECTION; SAFETY AT WORK**

The safety and health of our employees are equally important corporate goals alongside the quality of our products and our economic success.

Occupational health and safety are an integral part of all operational processes and are included in the technical, economic and social considerations right from the start - as early as the planning phase.

Each of our employees promotes health and safety in their work environment and complies with occupational health and safety regulations. Every manager is obliged to instruct and support his or her employees in fulfilling this responsibility.

#### **3.4 EQUAL TREATMENT AND NON-DISCRIMINATION**

We place great importance in a culture of equal opportunities, mutual trust and mutual respect.

We promote equal opportunities and prevent discrimination in the recruitment of employees and in the promotion or granting of training and further education measures.

In doing so, we are committed to opposing any form of discrimination within the framework of the respective applicable rights and laws. We treat all employees equally regardless of gender, marital status, age, colour, culture, ethnicity, pregnancy, sexual orientation, gender identity, disability, religious affiliation, political affiliation or belief.

This applies both to internal working relationships and to conduct towards external partners.