

Supplier Code

Guideline for all suppliers of
Baudisch Electronic GmbH

Version 01 | 2025

PRINCIPLES

Baudisch Electronic GmbH is committed to ethical, legally compliant and socially responsible corporate governance.

Likewise, we expect our suppliers and their employees to respect applicable laws and, in addition, to observe the values and principles of conduct listed here.

In the following, we have defined requirements for our suppliers in the areas of corporate ethics, environmental protection and human rights as well as social standards.

CORPORATE ETHICS

- **Compliance with laws**
We expect our suppliers to engage in responsible and lawful business practices and to comply with applicable laws. This includes both national and international regulations.
- **Compliance with applicable anti-corruption laws**
Any form of corruption or attempted bribery is strictly prohibited. This applies to the cooperation with Baudisch Electronic GmbH as well as to further business relations.
- **Protection of data and intellectual property**
Suppliers are obliged to protect data as well as intellectual property of all business partners.
- **Refraining from anti-competitive business practices**
Suppliers undertake to comply with fair competition. Both the rules of national and international antitrust law and the law against unfair competition must be respected.
- **Whistleblower Protection:**
Suppliers should provide secure channels for reporting violations of ethical standards.

ENVIRONMENTAL STANDARDS

- **Protecting the environment and reducing resource consumption**
Sustainable action is firmly anchored in our corporate culture. We require, as a minimum standard, compliance with locally applicable and international environmental laws, as well as taking proactive environmental responsibility. We require that our suppliers implement a comprehensive strategy on environmental policy and energy conservation. Efficiency and resource conservation measures must be continuously scrutinized and improved. Emissions must be routinely monitored and minimized or eliminated where possible. Preference shall be given to the use of sustainable, renewable energy, for example in the form of photovoltaic systems. Furthermore, waste is to be reduced and recycling promoted.
- **Dealing with hazardous substances**
Substances that are classified as hazardous must be identified and minimized or eliminated. Safe handling, transportation, storage, reuse or disposal must be ensured. In addition, suppliers should actively seek suitable alternatives to hazardous substances.

HUMAN RIGHTS AND WORKING CONDITIONS

We attach great importance to social responsibility towards our employees. We also expect our suppliers to comply with social standards and responsibility throughout the supply chain.

- We expect our suppliers to respect and support the human rights declared by the United Nations.
- Employees and business partners must be guaranteed equal opportunities and equal treatment. There shall be no discrimination with regard to gender, age, religion, family circumstances, social or ethnic origin.
- Child labor, forced labor and human trafficking must not be tolerated by our suppliers.

- Suppliers must ensure the safety and health of their employees. Potential hazards must be identified and assessed and eliminated through appropriate protective measures.
- Freedom of association and the right to collective bargaining must be respected.
- The applicable laws and regulations on working hours, breaks and paid vacation must be observed. Remuneration and working hours must be stipulated in employment contracts.

REALIZATION

We reserve the right to verify compliance with the above standards. For this purpose, self-disclosures and certificates may be requested, information may be obtained from third parties and checks may be carried out as part of the supplier audit.

Suppliers who fail to comply with any of the requirements of the Supplier Code must take appropriate action. If no appropriate remedial action is taken, we reserve the right to terminate supplier contracts.

Wäschenbeuren, the 19.12.2024

Matthias Lenz
Managing Director, Baudisch Electronic GmbH