

Preface

Dear colleagues,

Our mission statement describes the values we share and how we want to work together - today and in the future. We want to create an open, welcoming and respectful environment in which all members feel comfortable and can work together constructively. We are committed to treating all members fairly and courteously, regardless of their background, identity, level of experience or opinion. The following Code of Conduct brings together our key ground rules and principles, which are equally binding for everyone.

Thank you all for your contribution to our goal of doing the right thing to secure the future!

Yours

A handwritten signature in blue ink, appearing to read "Sven Dosch".

Sven Dosch

Chief Executive Officer

1. Basic understanding

This Code of Conduct sets out the key principles and basic values to which we at Dosch Messapparate GmbH are committed in our daily dealings with employees, customers, suppliers, society and the environment as part of our global business activities.

We act according to an integrated corporate concept that includes all social, ecological and economic contributions of a company to the voluntary assumption of social responsibility in a sustainable manner and beyond legal standards.

In this respect, we are responsible for creating and maintaining a corporate culture in which the legal principles and ethical principles listed below are observed to the best of our ability.

2. Human rights and laws

We support and respect the UN Human Rights Charter and ensure that we are not complicit in human rights abuses through our business activities;

We comply with the laws of the applicable legal system; this also applies in particular to the applicable laws on fair competition, data protection, protection of intellectual property of third parties, combating money laundering and insider trading.

2.1 Ban on child labor

We do not hire any employees who do not meet the legal minimum age requirements for employees and ask for proof of age..

2.2 Freedom of association

We recognize the freedom of association of employees. We neither favor nor discriminate against members of employee organizations or trade unions

2.3 Ban of forced labor

We do not employ anyone against their will and do not force anyone to work.
All work must be voluntary and it must be possible to terminate the employment relationship.

3. Fundamental rights of employees

We promote equal opportunities and equal treatment of our employees regardless of their racial or ethnic origin, gender, religion or ideology, disability, age or sexual identity.

We respect the personal dignity, privacy and personal rights of each individual;

We do not tolerate any unacceptable treatment of employees, such as discrimination, coercion, abuse, exploitation of violence or sexual harassment.

4. Remuneration and working time

We pay all members fair and appropriate remuneration that meets the statutory minimum standards or the standards customary in the industry. We respect working time laws and agreements and grant all members sufficient rest periods and vacation days. We recognize the importance of work-life balance and support the flexibility and individual needs of our members.

5. Health and safety of employees **Gesundheit**

We take responsibility for the health and safety of our employees in the working environment;
We take the best possible precautionary measures to contain risks and avoid or prevent accidents and occupational illnesses;
We maintain and promote an appropriate occupational safety management system that includes regular training in occupational safety.

6. Integrity and compliance

6.1 Corruption and bribery

We do not tolerate or engage in any form of corruption or bribery, including and especially any unlawful offers of payment or similar inducements to government officials and other decision makers to influence their decision making.

6.2 Suppliers and partners

We are committed to the appropriate promotion of compliance with the principles and basic values of this Code of Conduct among our suppliers and partners; we adhere to the principles of non-discrimination in the selection of and dealings with our suppliers and partners in the same way as with our employees.

6.3 Export directives

We operate an export management system in accordance with the rules of the European Union and the Federal Republic of Germany and strictly adhere to export bans. We do not tolerate any form of circumvention within our sphere of influence and do not get involved in any way. We do not engage in any transactions where there is evidence of such practices.

7. Environmental protection

We are aware of the impact of our activities on the environment, energy and climate and strive to minimize this impact. We are committed to complying with environmental laws and standards and improving our environmental performance. We pursue an efficient and responsible use of energy and resources and promote the use of renewable energy and the reduction of greenhouse gas emissions. We avoid or reduce the generation of waste and hazardous substances and dispose of them properly.

8. Dealing with conflict minerals

We are aware of the risks associated with mining and trading minerals from conflict-affected or high-risk areas. We are committed to identifying and verifying the origin of the minerals we use and to not using minerals that directly or indirectly contribute to the financing or benefit of armed groups, human rights abuses or environmental degradation. We follow the international guidelines and standards for the responsible handling of conflict minerals.

9. Supply Chain

We expect our suppliers to comply with the principles of this Code of Conduct or to apply comparable codes of conduct. Furthermore, we encourage them to implement the criteria in this Code of Conduct in their own supply chains. We reserve the right to systematically apply this Code of Conduct with our suppliers and to carry out checks as warranted. This may take the form of questionnaires, assessments or audits.

10. Our responsibility

We are responsible for compliance with and enforcement of this Code of Conduct. We reserve the right to take appropriate action to ensure the well-being and safety of the community. This may include warnings, exclusions, suspensions or other sanctions.

Berlin, November 2023

A handwritten signature in blue ink, appearing to read "Sven Dosch".

Sven Dosch