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**AS A GLOBALLY ACTIVE COMPANY, COMPLIANCE WITH INTERNATIONAL LAWS, REGULATIONS AND GUIDELINES IS A MATTER OF COURSE FOR US. BELOW YOU WILL FIND THE GUIDELINES FOR OUR CODE OF CONDUCT.**

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## **§ 1 Compliance with laws, regulations and guidelines**

XINDUX Industrial Solutions GmbH expects all employees to comply with applicable laws and guidelines in their daily work. It also ensures compliance with antitrust laws and laws on competition and fair business conduct and transparent, lawful financial accounting and financial reporting. Corruption is absolutely not tolerated.

## **§ 2 Human and labor rights**

We respect internationally recognized human rights and support their observance. XINDUX Industrial Solutions GmbH strictly rejects any form of child and forced labor. All employees have a right to adequate remuneration; this is recognized by XINDUX Industrial Solutions GmbH. The remuneration and other benefits correspond at least to the respective national and local legal standards or the level of the national economic sectors and regions.

## **§ 3 Occupational health and safety**

Every manager is obliged to support employees in fulfilling their responsibilities: XINDUX Industrial Solutions GmbH not only pays attention to the quality of its products, but also to the occupational safety and health protection of each employee. All operational procedures are designed - already in the planning phase - taking into account occupational health and safety. Each employee is required to comply with and enforce the occupational health and safety regulations in his or her immediate working environment.

## **§ 4 Data protection**

We only collect or process personal data if this is absolutely necessary for the fulfillment of the respective work task or is legally mandated. No personal data may be collected or processed without the consent of the person concerned or a legal authorization.

## **§ 5 Business partner**

When selecting business partners, XINDUX Industrial Solutions GmbH requires compliance with the Code of Conduct both at the supplier and in other value chains.

All employees can report violations to their supervisor or to the next higher management level, in case of doubt directly to the Group Managing Director. Material violations will be punished: In addition to criminal penalties, they may also have disciplinary consequences, up to and including loss of employment.

## **§ 6 Sustainability**

XINDUX Industrial Solutions GmbH is committed to sustainability and takes responsibility for the environment, society, and long-term development. We strive to promote ecological, social, and economic sustainability in all our business activities.

### **§ 6.1 Environmental Protection and Resource Efficiency**

We actively work towards protecting the environment and aim for efficient use of resources. By implementing eco-friendly technologies and processes, we seek to reduce the ecological footprint of our products and services. We



advocate for environmentally sound disposal and recycling practices and continuously strive to optimize our energy and water consumption.

#### § 6.2 Supplier Responsibility and Supply Chain Management

We place great importance on selecting and collaborating with suppliers that meet our high ethical standards. When choosing business partners, we consider their commitment to sustainability, particularly regarding environmental protection, human rights, and working conditions. We promote responsible supply chain practices and actively work towards ensuring compliance with our sustainability criteria throughout the entire value chain.

#### § 6.3 Employee Engagement and Development

We recognize the importance and potential of our employees for our sustainable success. We foster an open and inclusive work culture that promotes teamwork, diversity, and continuous learning. Through training, development opportunities, and transparent communication, we enhance the awareness and engagement of our employees in sustainability aspects.

#### § 6.4 Community Engagement

As a responsible company, we actively engage in our local community and support social initiatives and projects. We encourage dialogue with stakeholders and collaborate with them to find solutions to societal challenges. Respectful treatment of individuals, the promotion of education, and social justice are at the core of our activities.

#### § 6.5 Sustainable Innovation and Product Development

We are committed to continuously improving our products and services in terms of their environmental impact. We encourage innovations that lead to resource-efficient solutions and support the sustainability goals of our customers. Throughout the entire product lifecycle, from development to production to disposal, we consider ecological aspects.

#### § 6.6 Continuous Improvement and Reporting

We are committed to continuously improving our sustainability performance. Through regular assessments, measurements, and reporting, we set measurable goals and track progress towards our sustainability objectives. Transparency is important to us, and we are accountable for our activities and progress to our stakeholders.

We strive to make a positive contribution to sustainable development and will continue to expand our efforts to have a beneficial impact on the environment, society, and stakeholders.

### **§ 7 Climate action and carbon neutrality**

XINDUX Industrial Solutions GmbH recognizes the urgent need to address climate change and is committed to taking decisive action to mitigate its environmental impact. We pledge to actively pursue measures that contribute to a low-carbon future and strive for carbon neutrality throughout our operations.

#### § 7.1 Emissions Reduction:

We will continuously assess and improve our processes to minimize greenhouse gas emissions. By implementing energy-efficient technologies, optimizing resource consumption, and adopting sustainable practices, we aim to reduce our carbon footprint and contribute to global emission reduction targets.

#### § 7.2 Renewable Energy Transition

We will accelerate the transition to renewable energy sources in our operations. This includes procuring renewable electricity, exploring on-site renewable energy generation, and encouraging energy conservation practices among our employees.

#### § 7.3 Carbon Offsetting:

As part of our commitment to carbon neutrality, we will invest in credible and verified carbon offset projects to compensate for any remaining emissions that cannot be eliminated. We will prioritize projects that have a demonstrable positive environmental and social impact, such as reforestation initiatives and clean energy programs.

#### §7.4 Stakeholder Engagement:

We will actively engage and collaborate with our employees, customers, suppliers, and other stakeholders to foster a culture of sustainability. Through awareness campaigns, education, and partnerships, we will promote the adoption of sustainable practices and encourage stakeholders to join us in our climate action efforts.

#### § 7.5 Continuous Improvement:

We will regularly review and enhance our climate action strategies, setting ambitious targets and monitoring our progress. Through transparent reporting, we will ensure accountability and encourage innovation to drive further reductions in our carbon emissions.

By making this climate pledge, XINDUX Industrial Solutions GmbH reaffirms its commitment to environmental responsibility and sustainable development. We aim to contribute positively to the global effort to combat climate change and create a more resilient and sustainable future for generations to come.

Bünde, 1st October 2023

A handwritten signature in blue ink that reads 'D. Gehring'.

Daniel Gehring, General Manager