



## Code of Conduct for Business Partners

### Foreword by the Management Board

For over 90 years, Schmidbauer has been known worldwide as an outstanding partner when it comes to handling heavy loads. Decades of experience combining the use of state-of-the-art technology with in-depth human expertise give us the strength to Empowering Solutions. We attach great importance to social and ecological responsibility, which we promote with our stakeholders as well as along the entire value chain. We understand sustainability as a holistic principle that encompasses secure jobs and a healthy coexistence in equal measures. As a family business, it is naturally our key concern to hand over the company and the planet to the next generation in the best possible condition.

Our actions are subject to legal regulations, as well as to the ethical standards to which we have committed ourselves within the company. Our efforts are guided by the United Nations' 2030 *Sustainable Development Goals* (SDGs) and respect for all internationally recognized human rights. For us, implementing this responsibility toward people, society and the environment is an active process in which we aim at continuous improvement in all areas of our business.

We expect our partners and suppliers, including their subcontractors, to comply with and support our values, which we describe in this Code of Conduct. The relevant national and international laws and regulations, in addition to the principles listed, must be complied with in each country and ensured internally. Furthermore, we hope that you will also strive toward responsible business practices above and beyond the regulations.

The Code of Conduct has no protective effect for third parties, nor does it give third parties any claims against Schmidbauer.

## Good Health and Well-Being



The company always pays close attention to protecting the health of all project participants, and is committed to maintaining a working atmosphere that, systematically and without compromise, ensures the well-being and safety of its employees and all those involved in the workplace.

### Safety in the workplace

All relevant guidelines for protection in the workplace are observed. In the case of high-risk work, appropriate countermeasures are used to ensure the safety of the employee. Certified personal protective equipment (PPE) is made available to employees in sufficient quantities to suit all assignments.

### Prevention of occupational accidents

The company performs hazard and risk analyses in order to ensure that suitable measures can be taken at an early stage so as to prevent accidents. Employees are made aware of possible hazards and of their own duty to cooperate in working safely.



### **Deployment of qualified employees**

The company undertakes to deploy its personnel in accordance with their individual skills and qualifications. It trains its employees regularly on safe practices in the workplace, and on all relevant topics that determine the daily work routine.

### **Machine safety/vehicle fleet**

The company complies with, and exceeds, all legal requirements in regularly designating and checking the condition and safety factors of the machines to be operated. Maintenance intervals are observed in order to prevent possible defects and associated hazards. Appropriate aids to relieve physical strain are available for moving loads.

### **Emergency care**

Access to adequate emergency care is provided. The associated facilities, training and reporting options for emergencies and fire extinguishing, as well as a regulation for evacuation, are constantly checked and updated. In the event of crises (e.g. COVID), measures are decided, communicated, and actively implemented promptly for the protection of all.

### **Employee information**

Employees are regularly offered information and training on health and safety issues.

## **Decent Work and Economic Growth**



The company is committed to upholding human rights and treating every employee with dignity and respect. A corporate culture that develops and strengthens the individual and the company is promoted.

### **Working conditions**

The Company strives to provide a safe and healthy work environment for all employees, in order to prevent accidents, injuries, and work-related illnesses.

### **Working hours**

The statutory working time regulations are observed. Working hours are clearly defined and include breaks, rest, and vacation periods, paid sick days and parental leave in accordance with the respective employment contract and company agreement. There are clear regulations on overtime, which is worked exclusively on a voluntary basis.

### **Fair remuneration and benefits**

Appropriate fair remuneration according to qualifications and regular working hours is paid out punctually by the company in accordance with local regulations. The minimum wage is complied with, and legally defined social benefits are unfailingly remunerated.



### **Employment relationship**

The employment relationship is documented for each employee in accordance with legal regulations. The assignment of workplace and tasks is made in consultation with the employee. The company does not tolerate any kind of forced or compulsory labor, servitude or bondage, human trafficking, or involuntary labor in any physical, psychological, or financial form. On the contrary, the company undertakes to comply with the terms and conditions of the law and of the employment contract. Correspondingly, every employee also has the right to stop work and terminate the employment relationship.

### **Freedom of assembly**

In accordance with fundamental democratic rights, the company permits employees to assemble freely, to form employee associations, and to make decisions based on collective bargaining, without threat, consequence, exclusion, discrimination or intimidation.

### **Prohibition of child labor and protection of minors**

The company employs no children under the legal minimum age of 15, either directly or indirectly. The exceptions recognized by the ILO apply. Both local and international law on the protection of minors are observed, according to which minors may not be exposed to dangerous, unsafe, or unhealthy working conditions, nor may they work at night.

### **Promoting diversity, inclusion, and equal opportunities**

The company values respectful, humane treatment in all matters and areas, based on a fundamentally open and positive view of people. It does not tolerate discriminatory behavior, harassment, or exclusion in the workplace, on the basis of ethnic origin, gender, sexual orientation or identity, religion, skin color, nationality, political views, or marital status. This applies to the hiring of employees as well as to remuneration, further training, or promotion.

## **Industry, Innovation und Infrastructure**



The company is aware of its responsibility not only to help build and maintain a sustainable infrastructure in its environment, but also to promote processes and technologies that drive economic development while minimizing environmental impact.

### **Sustainability combined with innovation**

The company is prepared to examine and, if necessary, redesign familiar processes in order to increase efficiency and safety in the use of technology. This includes the introduction of new ideas aimed at improving efficiency and conserving resources.

### **Support for infrastructure projects**

To promote general economic growth, conditions are created that enable innovation and support sustainable industrialization.

## Climate Action



The company believes it has a duty to the environment to conserve resources and combat climate change. Above all, all possible efforts are made to reduce greenhouse gas emissions and the use of fossil fuels. The aim is to minimize the company's ecological footprint and thus contribute to environmental protection.

### Reduction of waste and resource consumption

The company supports a more sustainable economy by using machinery and materials (including water and energy) more efficiently. Recycling and reuse are actively promoted, and harmful environmental impacts are avoided in the process.

### Switching to environmentally-friendly materials and substances

In an effort to reduce CO<sub>2</sub>, environmentally-compatible drive types for equipment are being deliberated. Alternatives to hazardous substances are always considered, the use of energies from renewable sources (including PV) is being expanded continuously and successively. The statutory local and international environmental regulations are complied with.

### Hazardous substances

All substances that, due to their properties, pose a potential risk to human or animal health or to the environment are properly labeled and stored, carefully handled, and disposed of in accordance with regulations.

### Animal protection

The respective nationally applicable laws on animal and species protection are respected.

### Introduction of climate risk assessment

The company is developing adaptation strategies, and takes precautionary measures in order to provide continuity in the event of disruptions to its operations, and to protect employees and the environment from the effects of any serious incidents.

### Measurable progress

The goals set are communicated transparently within the company, and successes and risks are documented. The company can provide details of relevant developments upon request.

## Partnerships for the Goals



The company is keen to actively enter into partnerships that support sustainable developments at regional, national, and international levels, and to develop effective solutions to the challenges presented. Its commitment not only promotes the betterment of its own organization, but also contributes to the overall sustainable development of society and the economy.

### Fair and Ethical Market Conduct

The company complies with all applicable competition and antitrust laws, as well as anti-money laundering regulations. In particular, no agreements are made with market partners, customers or suppliers that may result in unfairly exploiting market advantages over competitors. No form of corruption, extortion, embezzlement or bribery, either directly or indirectly, aimed at influencing business activities in an impermissibly disadvantageous way, is tolerated.



### **Conflicts of interest**

The company exercises due diligence in order to ensure that personal interests are kept separate so that they do not adversely affect the interests of the company. If there is, nevertheless, a conflict of interest that impairs the objective and independent fulfillment of duties and responsibilities, this is disclosed openly.

### **Data protection**

Personal data and business information entrusted during a collaboration are protected in compliance with legal requirements and laws (including the General Data Protection Regulation, GDPR) and are also taken into account when considering the right to informational self-determination with integrity and confidentiality in all business processes.

### **Duty of care and improvement**

In dialogue with business partners, the company is committed to fulfilling its contractual obligations in accordance with the standards set out in this Code of Conduct, and to continuously improving its practices.

### **Grievance mechanism**

A grievance mechanism is provided for the prevention, investigation, mitigation, and possible redress for damages that may arise from non-compliance with the Code of Conduct. Appropriate countermeasures are taken to remedy the situation.

A whistleblower system has been implemented to report any violations that become known to Schmidbauer. Every employee is informed of this system and encouraged to use it in the event of deviations: <https://report.hintcatcher.com/nlFXL5UVXyBiVJvkihQI/>



## Confirmation

The undersigned company hereby confirms that it has read and understood the contents of this Code of Conduct. By signing this document, the company accepts and undertakes to comply with the above requirements in a conscientious and comprehensive manner.

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Company

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Contact, Title

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Date

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Signature

**Please sign and return the completed document to:**

[sales@schmidbauer-gruppe.de](mailto:sales@schmidbauer-gruppe.de)

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