

# CODE OF CONDUCT

## ANTI-CORRUPTION, ETHICS AND CODE OF CONDUCT

### 1.1 Purpose

Description of the contents of the corporate responsibility regarding the issues of anti-corruption and ethics, as well as the code of conduct internally and externally.

### 1.2 Scope

We as EBG group are a leading supplier of products for active and passive power distribution and supply. Our company fulfils its social responsibility by introducing a code of conduct, responsibility towards its own employees and its commitment to nature and the environment. These principles of conduct serve as a guideline for our employees as well as an orientation for other companies, partners, suppliers and customers. We encourage our partners and suppliers, where they do not have their own principles, to do the same and to support us.

### 1.3 Goals

We do not see our responsibility and principles of conduct as the absolute step for future "right action", but would like to recognise potential for improvement and continuously develop our thinking and actions. As a company, we try to be an attractive and marketable partner for our customers. We offer high quality and want satisfied customers. With the introduction of the principles of conduct we make it clear that we take responsibility for our business activities, are prepared to take responsibility for others and that we continue to regard laws, standards and obligations as a correct and important prerequisite for the continuation of our own success. As a team, we stand together behind our goals and the contents of this agreement. We support each other and aim to build trust both internally and externally.

### 1.4 Individual conduct

#### **Representing the company**

Along with our innovative products, our reputation in the marketplace is one of our most important prerequisites for future success. As individuals, we refrain from any activities on behalf of the company that are inclined to damage our reputation in the market. We communicate openly and honestly. We are aware that as individuals we always represent a part of the company.

#### **Facing tough competition decisively but fairly**

To achieve our goals, we behave fairly despite tough competition. Bribery and corruption do not correspond our conception of good entrepreneurial activity. We are pleased to have won customers through decisive and fair negotiations. If we are not successful, we take this as an opportunity for self-criticism in order to do better next time, while remaining true to our principles.

#### **Respect and openness internally and externally**

Our company is made up of a variety of people who all share the same ideas and values. We respect other views, opinions, denominations, lifestyles, social origins, ancestry, convictions, sexual orientations, identities, physical features or other distinguishing characteristics. We do not discriminate against anyone and support everyone in performing at their best.

#### **Corporate success before personal gain**

In order to maintain the company's success, it is necessary to put company interests before personal advantage. We do not allow ourselves to be bought, bribed or misled by other activities into being less objective.

#### **Beware of knowledge drain**

The knowledge and skills of our employees are our most valuable asset. Every employee is urged to ensure that this knowledge does not leave the company in an unauthorised and uncontrolled manner.

## 1.5 Conduct of the company

Occupational health and safety protects us and our employees. As a company, we take care to provide a workplace that at least meets the legal standards. However, we also require our employees to take care of their own health and to openly discuss ways to improve working conditions. We give enough free space for recreation and do not let anyone work longer than is permissible or reasonable. We protect the tangible and intangible assets of the company with every employee and preserve the confidential treatment of business and customer-related data and information.

Our company is committed to protecting the environment and nature. We promote awareness of a sustainable way of thinking and operate an active and certified environmental management system. Child labour, exploitation, forced labour and illegal employment are not acceptable to us. We do not enter into any business relationships that we know are not in line with our principles.

As a company, we make decisions every day and often have to weigh and judge. In all our decisions, we consider the impact on the individual and treat them with respect. Our daily work is subject to countless standards, regulations, specifications and laws. We use all the means at our disposal to comply with them. We do not bend laws or interpret them improperly in our favour. As a company, we aim to be as transparent as possible. We are open about developments, plans, decisions and changes. We demand open and honest dealings from our employees and encourage them to address grievances, wishes and potentials. Regarding our partners, we are interested in a long and successful cooperation. We also expect our partners to be open and honest in their dealings with us. For customers, suppliers, employees and partners, we are always available to answer any questions. This applies to the contents of this agreement, but also to our daily business.

## 1.6 Whistleblowing

In the event of indications of a possible violation of this corporate responsibility, any employee may directly submit a whistleblowing report in the whistleblowing box provided on the notice board in the time clock area. The report of a possible violation of this corporate responsibility can be made anonymously or by providing personal details. In accordance with the general working instructions, the responsible person in trust will follow up each report in a non-judgemental manner and initiates the necessary measures. The whistleblower will not suffer any disadvantages from the company as a result of the information provided to the best of his or her knowledge and belief.

## 1.7 Compliance with data protection

We handle received data and secrets discreetly and confidentially and comply at least with the legal requirements. Our data systems are up to date. Files and data with contents worth protecting are only used where it is unavoidable and are handled with the greatest possible care.

## 1.8 Other applicable documents

The guideline on the "team made" principle is an integral part of our corporate responsibility. In addition, the current editions of the applicable standards and laws apply.

## 1.9 Release

This process description was released by the management of the EBG group on May 2, 2022. The document is written digitally and is valid without signature.