

**Our employees.**  
We assume responsibility.

**Our products,  
resources and data**

**Relationships with  
business partners and third parties**

**Conduct in the event  
of known or suspected violation**

# Code of Conduct

# Introduction

## Dear colleagues and business partners

In our daily business life, compliance with laws and ethical behavior are a matter of course.

For the Baumer Group as a globally acting technology leader and family-run Group of companies, this underlying attitude is the sustainable basis for our economic success.

With this Code of Conduct we like to ensure that every employee at any of our locations has the same understanding of our values, as moral and ethical principles may be understood in different ways at international levels.

Our Code of Conduct is the groundwork for trusting and respectful cooperation among the Baumer companies, but also in our relationships with external partners - particularly with our customers and suppliers as well as with authorities and other public institutions. We require our employees to not only comply with applicable law, but also with this standard of moral conduct and integrity. The rules of this Code of Conduct are binding for all our employees.

We also expect our business partners to commit themselves in the same way and in accordance with our Code of Conduct.

Thank you for your good cooperation and for consistently adhering to our Code of Conduct.



Frauenfeld in June 2024

A handwritten signature in black ink, appearing to read 'O. Vietze'. The signature is fluid and cursive.

Dr. Oliver Vietze  
CEO & Chairman  
Baumer Group

# Contents

<b>Our employees. We assume responsibility.</b>	<b>4</b>
Employment conditions	4
Health and safety at work	4
Fostering inclusion and diversity	4
Compliance to human rights	5
Mutual respect	5
<b>Relationships with business partners and third parties</b>	<b>6</b>
Conflicts of interest	6
Fair competition / antitrust law	6
Anti-corruption / anti-bribery / no gifts, no invitations	6
Responsibility within supply chains	7
Tax and export regulations	7
<b>Our products, resources and data</b>	<b>8</b>
Product safety and quality	8
Intellectual property / confidentiality	8
Materials used	8
Environmental protection	9
Data privacy and security	9
<b>Conduct in the event of known or suspected violation</b>	<b>10</b>
Violation or suspected violation	10
Complaints and process of complaint	10

# Our employees. We assume responsibility.

## Employment conditions

To us, compliance to prevailing laws and regulations applicable to working hours and time for rest / breaks and vacation is a matter of course. Within the Baumer Group, remuneration is fair and related to market, role and performance, under consideration of industry-specific particularities. The remuneration of every employee enables a decent living and we guarantee that the same work or work of equal value receives equal pay.

## Health and safety at work

The Baumer Group fosters and protects the physical and mental health of every employee. We are committed to creating and maintaining safe, fair and healthy workplaces for all our employees. The Baumer Group takes special precautions to protect the health, safety and rights of persons under the age of 18 and prevents them from hazardous work.

## Fostering inclusion and diversity

Selection and evaluation of employees is on the basis of their qualifications, regardless of gender, ethnicity, religion, skin color, age, genetic heritage, national origin, physical or mental limitations, sexual orientation or any other comparable characteristic. We foster political, ideological and religious neutrality at the workplace.

## Compliance to human rights

As an international Group of companies, we are aware of our responsibility to respect human rights and are vigilant to ensure compliance with applicable laws. We are committed to observe the internationally recognized Labor and social standards. Child labor and any other form of slavery are prohibited. The Baumer Group does not employ children under the age of 15.

## Mutual respect

The relationships between employees, managers and executives in every team and location of the Baumer Group are characterized by mutual respect, openness, honesty and trust. We appreciate constructive discussions with different opinions and open communication. The Baumer Group encourages its employees to be free and critical in mind. We do not tolerate any form of discrimination or sexual harassment at the workplace.



# Relationships with business partners and third parties

## Conflicts of interest

A potential conflict of interest exists if the personal interests of an employee are or may be in conflict with the interests of the Baumer Group, e.g. through personal relationships and secondary employment. At the Baumer Group, we are strictly careful to keep business and personal interests separate and do not use our activities at the Baumer Group to gain personal advantages.

## Fair competition / antitrust law

The Baumer Group stands for fair competition in a free market economy, which ensures that the performance and innovation of the Baumer Group is rewarded. The Baumer Group does not participate in anti-competitive agreements and rejects the abuse of a dominant market position. The Baumer Group is aware of its contractual obligations towards its business partners and ensures compliance with them. The Baumer Group carefully examines potential business partners with regard to their fairness, reliability, quality and environmental compatibility.

## Anti-corruption / anti-bribery / no gifts no invitations

We do not tolerate any form of bribery or corruption or any other abuse of a special position in order to gain personal advantages. We do not grant our business partners any undue favors and do not accept any such favors - neither directly, indirectly, nor as monetary payments or other forms of benefits. However, customary signs of courtesy, hospitality or general appreciation of a business partner are permitted. In cases of doubt, we contact the manager or the local Compliance Officer for assistance.

## Responsibility within supply chains

Our business activities require us to work with third parties. Third parties can be our suppliers and customers, but also other legal entities, authorities, other institutions or natural persons who are not employees. When working with third parties, we require and expect them to act in accordance with the same business principles as those set out in this Code of Conduct. To ensure this, we carry out careful risk assessments before concluding contracts and monitor third parties throughout the entire collaboration.

## Tax and export regulations

We comply with tax and customs regulations. The Baumer Group uses processes and measures to ensure that its business activities do not violate applicable economic embargoes, sanctions lists and import and export control regulations. We support the fight against money laundering and terrorist financing within the scope of our entrepreneurial possibilities.



# Our products, resources and data

## Product safety and quality

We are committed to the highest standards of product safety and quality. We are aware of our responsibility of ecology, health and social life in development and production. We observe our marketed products and in the event of anomalies take the appropriate measures.

## Intellectual property / confidentiality

As a technology company, the protection of our innovations, our trade and business secrets as well as our technical expertise is a basic prerequisite for our business activities. In the course of their work for the Baumer Group, employees gain insights into confidential information of both the Baumer Group and third parties. To the best of our knowledge and belief, we avoid infringements of the intellectual property of others. We protect confidential information and handle it with particular care. Should we be required to disclose confidential information, we observe the applicable processes or consult the Departments for Intellectual Property (IP) or Legal Department about any actions to potential protection mechanisms before disclosure.

## Materials used

Already at the stage of product development, the Baumer Group focuses on component durability, reuse and recycle. We are aware of our comprehensive responsibility as a manufacturer and ensure diligence and responsibility throughout our supply chains. We systematically strive for reduced waste, responsible disposal or reuse and observe the bans on export of hazardous waste. Hazardous substances and goods are treated in a way ensuring safe handling and disposal.



## Environmental protection

Preserving our world's resources is a corporate goal of high priority. The Baumer Group is aware of the ecological impact as a result of its business activities and is committed to have a positive effect on the ecological footprint by related measures, environmentally friendly technologies and the identification of ecological innovations. We comply with applicable environmental regulations and are committed to preserved biodiversity and to responsible consumption of resources such as energy and water.

## Data privacy and security

We protect personal data, particularly with regard to applicable data privacy laws. Furthermore, we ensure the protection of personal and any other business data as well as all information obtained in the course of our business activities. To prevent unauthorized access, the Baumer Group sets high standards for the implemented technical and organizational measures.



# Conduct in the event of known or suspected violation

## Violation or suspected violation

We as a company are responsible for the consequences resulting from any breach of the present Code of Conduct and will rigorously investigate any suspected violations.

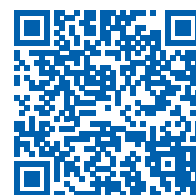
We will take the actions required to stop any violation which will be punished according to severity. All parties involved, e.g. suppliers, employees and customers, are encouraged to report any behavior that, even in an objective sense, is in conflict with the present Code of Conduct or applicable legislation - even when this would mean admitting mistakes, failing to achieve objectives or incurring costs. The Baumer Group will protect anyone who reports a violation or suspicion in good faith.

Any reprisals against employees having reported a violation, as well as deliberately false statements, shall not be tolerated but accordingly sanctioned.

## Complaints and process of complaint

For reporting any potential violation of this Code of Conduct, of human rights or environmental regulations by a Baumer company please address the corresponding reporting channel at [lgm@morgenstern-trusted.de](mailto:lgm@morgenstern-trusted.de).

Contacting this reporting channel you can be sure your identity will be treated as confidential and that the complaint will come under the applicable regulations (protection against discrimination or punishment in relation to a complaint).







**Baumer Holding AG**

P.O. Box • Hummelstrasse 17 • CH-8501 Frauenfeld  
Phone +41 (0)52 728 1122 • [www.baumer.com](http://www.baumer.com)