

## **Code of Conduct SINGLE Group**

This Code of Conduct describes the principles and requirements to which the responsible persons and employees of the SINGLE Group feel bound. It is based on international conventions whose values and ethical standards we share. Furthermore, we aim at ensuring that our business partners participate in these behaviors. Content adjustments and additions to this will be made when the occasion arises.

### **We follow the following principles:**

#### **Compliance with the law**

- We comply with the laws of the applicable jurisdictions.

#### **Prohibition of corruption, extortion, bribery and coercion**

- We do not engage in any form of direct or indirect corruption, extortion, bribery or coercion, and do not offer, grant or promise any gratuities to government officials or commercial counterparties to influence official actions or gain an unfair advantage.

#### **Fair competition, antitrust and intellectual property rights**

- We act in accordance with national and international competition laws and do not engage in price fixing, market or customer allocation, market fixing or bid rigging.
- We respect intellectual property rights of others.

#### **Data protection**

- We comply with the legal requirements for data protection, in particular the European General Data Protection Regulation.

#### **Conflicts of interest**

- We avoid any conflicts of interest that could adversely affect business relationships.

#### **Respect for the fundamental rights of employees**

- We promote equal opportunities and equal treatment of our employees regardless of their skin color, race, nationality, social background, any disability, sexual orientation, political or religious conviction, gender or age.
- We respect the personal dignity, privacy and personal rights of every individual.
- We do not employ anyone against their will or force them to work.
- We do not tolerate unacceptable treatment of workers, such as mental hardship, sexual and personal harassment, or discrimination.
- We do not tolerate behavior (including gestures, language and physical contact) that is sexually motivated, coercive, threatening, abusive or exploitative.
- We ensure adequate remuneration and guarantee the statutory national minimum wage.
- We comply with the maximum working hours stipulated by law in the respective state.
- We recognize, to the extent legally permissible, the freedom of association of employees and do not favor or discriminate against any members of employee organizations or trade unions.

## **Ban on child labor**

- We do not hire workers under the age of 15. In countries that fall under the developing country exception of ILO Convention 138, the minimum age may be reduced to 14 years.

## **Employee health and safety**

- We take responsibility for the health and safety of our employees.
- We contain risks and ensure the best possible precautionary measures against accidents and occupational diseases.
- We provide training and ensure that all employees are knowledgeable on the subject of occupational safety.
- We apply our current occupational safety management system and continuously improve it.

## **Environmental protection**

- We observe environmental protection with regard to legal norms and international standards, including waste avoidance and the protection of natural resources and raw materials.

## • **Supply Chain**

- We promote compliance with the contents of the Code of Conduct among our suppliers to an appropriate extent.
- We comply with the principles of non-discrimination when selecting and dealing with suppliers.

## **Conflict minerals**

- We take appropriate measures to avoid the use of raw materials in our products that directly or indirectly fund armed groups that violate human rights.

## **Statement**

We hereby confirm to comply with the principles and requirements of this Code of Conduct.

Hochdorf, June 6<sup>th</sup> 2024

Ulrich Walk  
Managing Director / CEO of the SINGLE Group