



IDH CODE OF CONDUCT

This Code of Conduct outlines the behaviors and fundamental guiding principles for employees of IDH Anlagenbau und Montage GmbH, hereinafter referred to as "IDH." Each employee is personally responsible for complying with laws and regulations within their respective areas of responsibility. Their conduct, actions, and behavior significantly contribute to IDH's reputation.

Collaboration is essential for successful operations. The regulations that apply to us can only be effective when they also influence and shape our interactions and dealings with external parties. The following Code of Conduct describes principles that we adhere to in our daily interactions with each other, customers, and suppliers, and it is also applicable to our external business partners.

We hereby declare:

- **Compliance with Laws:**
 - We commit to complying with the laws of the respective applicable jurisdictions.
- **Prohibition of Corruption, Extortion, and Bribery**
 - We will not tolerate the solicitation, acceptance, or offering of bribes in any form, and we shall avoid all forms of corruption, including extortion.
- **Fair Competition:**
 - We stand for customer-oriented actions and motivated, responsible behavior from our employees. Corruption and cartel violations jeopardize these principles and will not be tolerated.
- **Elimination of Child Labor and Protection of Young Workers:**
 - We strictly prohibit all forms of child labor and employ minors only in accordance with national regulations.
- **Respect for Employees' Basic Rights and Fair Working Conditions:**
 - We promote equal opportunities for our employees regardless of their race, color, social background, nationality, disability, sexual orientation, political or religious beliefs, gender, or age.
 - We do not engage in forced labor or tolerate abusive, exploitative, or coercive behavior.
 - We respect the personal dignity, privacy, and individual rights of each individual.
 - We adhere to national regulations on working hours and provide fair remuneration based on applicable minimum wages or collective bargaining agreements.
 - We ensure compliance with all mandatory social benefits.
 - We support further qualification of our employees and fair compensation.

- **Employee Protection and Safety**
 - We ensure unconditional workplace safety and conditions for our employees. All employees are equally responsible for adhering to our safety regulations and promptly reporting any issues.
- **Freedom of Association**
 - We recognize employees' rights to form labor unions and conduct collective bargaining for the regulation of working conditions.
- **Data Privacy and Information Security**
 - We prioritize the protection of personal data, especially concerning employees, customers, and suppliers. Without legal authorization or the consent of the individuals concerned, we do not collect or process any personal data.
- **Financial Responsibility**
 - We record and document all business transactions, assets, and liabilities in accordance with legal requirements.
- **Confidentiality and Integrity**
 - We treat confidential information as intended only for specified recipients and prohibit its internal dissemination or external disclosure. Discussing confidential information in public or unauthorized disclosure about the company, its customers, or suppliers constitutes a breach of confidentiality.
- **Disclosure of Information**
 - We maintain and disclose information about business activities, company performance, and financial situations in line with generally accepted accounting principles.
- **Conflict of Interest**
 - We avoid all conflicts of interest that may adversely affect business relationships.
- **Protection of Intellectual Property**
 - We respect intellectual property rights. Mutual respect and acknowledgment of intellectual creations and inventions are vital for the success of IDH.
- **Import/Export Laws**
 - We adhere to the applicable laws and regulations concerning import and export controls and customs.

- **Environmental Protection and Responsible Use of Resources**
 - We utilize energy, water, and raw materials sparingly and efficiently. We ensure that the raw materials used in our products do not directly or indirectly finance armed groups violating human rights.
 - We strive to minimize all forms of waste, including water, energy, and air emissions.
 - We handle chemicals and other materials that pose an environmental hazard upon release in an organized and safe manner.
 - We take responsibility for the environmental sustainability of our actions and incorporate this consideration into our development and production processes to minimize our ecological footprint.
- **Internal Complaint Management and Prohibition of Retaliation (Whistleblowing)**
 - We ensure that employees feel able to report concerns regarding indications of serious misconduct or serious abuse or impending serious misconduct or abuse within the organization without fear of sanctions.

- **Counterfeit Parts**

- We obligate our suppliers to develop, implement, and maintain effective methods and processes to detect and minimize the risk of dealing with counterfeit parts and materials.

- **Product Safety**

- We ensure that our products, services, and those procured from our suppliers do not endanger human beings or the environment and comply with legally required product safety norms.
- Suppliers are required to clearly communicate safe product usage information.