



Introduction

This Code of Conduct establishes the standards and behaviors expected of all employees and partners at Böning Automationstechnologie GmbH & Co KG. Its purpose is to ensure a safe, respectful and ethical work environment. This Code of Conduct applies to all levels of the organization, including management, executives and employees.

Core Values

Our organization is based on the following core values:

- Integrity: We behave honestly and ethically at all times.
- Respect: We treat others with respect and dignity.
- Responsibility: We take responsibility for our actions and their consequences.
- Equality: We promote equal treatment and equal opportunities for all employees regardless of skin color, origin, ethnicity, gender, sexual identity, political, ideological or religious beliefs, disability or age.

Environmental and Climate Protection

Our organization is committed to acting in accordance with applicable legal requirements and international environmental standards. This includes the continuous optimization of our work and production areas regarding:

- Reducing harmful emissions, in particular the release of pollutants into the air and climate-damaging gases, as well as prevention of soil pollution, water contamination and noise emissions.
- Increasing energy efficiency, the use of renewable energies and reducing water consumption.
- Reducing waste and ensuring its proper treatment and disposal.

Anti-Corruption and Bribery

Every employee commits to not tolerating any form of corruption or bribery and not to participating directly or indirectly in such activities, as well as to not offering, granting or promising any benefits to public sector employees or private counterparties in order to influence official actions or gain an unfair advantage.

Expected Behaviors

- Effective collaboration with colleagues, considering different points of view and backgrounds.
- Open and honest communication, avoiding misleading or false statements.
- Maintaining professionalism in all business matters and interactions.

Unacceptable Behaviors

The following behaviors will not be tolerated:

- Any form of harassment, including sexual, verbal or physical abuse.
- Discrimination based on race, gender, sexual orientation, religion, nationality, disability or any other protected status.
- Any form of bullying or intimidation.

Compliance with Laws

All employees must comply with the applicable laws, regulations and guidelines which govern our activities.

Acceptance

This document will be handed out to all employees of Böning Automationstechnologie. Each employee acknowledges receipt and confirms with his/her signature that the Code of Conduct has been read and understood and will be complied with.

Note: For reasons of better readability, the language forms male, female and diverse (m/f/d) are not used simultaneously. All personal designations apply equally to all genders.