

Code of Conduct

1 VALUES, OBJECTIVES AND SCOPES OF APPLICATION

***„With this Code of Conduct
We have clear standards that should
characterise our daily actions. “***

***„It helps us, to live our values
and in our dealings with customers,
partners, employees and the environment
always act responsibly.”***

***“Each of us has a responsibility
to adhere to these principles and
to pass them on.***



This Code of Conduct applies to all employees of Stadler Sensorik CNC-Technik GmbH and all organisations acting on behalf of Stadler Sensorik CNC-Technik.

The management and owners of Stadler Sensorik CNC-Technik GmbH are committed to upholding and passing on these principles.

We expect all our suppliers and vendors to be aware of the contents of this Code of Conduct and to act in accordance with the standards it contains.

Every Stadler employee has anchored the content of this Code of Conduct in their activities and acts in accordance with these principles.

2 OUR COMMITMENT TO HUMAN RIGHTS

As a company, we are committed to fully respecting and promoting human rights as set out in the United Nations Universal Declaration of Human Rights.

We commit ourselves:

- Respect and protect the dignity and rights of all people with whom we work, including our employees, business partners and customers.
- Actively prevent any form of forced labour, child labour, discrimination or exploitation in our business operations and along our supply chain.
- To promote working conditions that are safe, respectful and fair, and to create equal opportunities for all, regardless of gender, age, ethnic origin, religion, sexual orientation or other personal characteristics.
- To ensure health and safety in the workplace within the framework of the applicable national regulations and to support continuous development to improve the working environment
- That all employees receive fair and competitive remuneration that meets at least the statutory minimum requirements and collective labour agreements, based on industry standards.
- To support flexible working time models and family-friendly arrangements and help employees to harmonise their work and private lives.
- Encourage our business partners and suppliers to adhere to the same high standards with regard to human rights and work with them to avoid violations.

We recognise that respecting human rights is an ongoing process. We therefore regularly review our policies and processes to ensure that they meet the highest ethical and legal standards.

We encourage all our employees, business partners and stakeholders to report possible human rights violations immediately and guarantee that such reports will be treated confidentially and will not have any negative consequences for the reporting person.

3 BUSINESS ETHICS AND COMPLIANCE

We believe that our success is defined not only by economic performance, but also by the way we conduct our business. Our actions are based on firm ethical principles that guide our decisions and behaviour in all areas of business.

3.1 RESPONSIBLE BUSINESS

We take responsibility for the impact of our decisions on our employees, business partners, the environment and society. Ethics and responsibility are at the centre of our actions.

3.2 FAIRNESS AND RESPECT

We treat our employees, customers and business partners with respect and fairness; our aim is to promote a culture of trust. Our success is based on the quality of our products and services, not on unfair advantages.

3.3 COMPLIANCE WITH LAWS AND REGULATIONS:

We comply with all applicable laws, regulations and international standards that are relevant to our business. Compliance within the company is very important to us and we promote an understanding of legally compliant behaviour among all employees.

3.4 ZERO TOLERANCE OF UNETHICAL BEHAVIORS

Corruption, bribery and other unethical practices are contrary to our values and are not tolerated in our company.

We lay down clear rules for gifts, benefits and dealing with conflicts of interest.

3.5 PROTECTION OF BUSINESS SECRETS

The careful handling of confidential information is essential to ensure the long-term success of our company.

We regard the protection of trade secrets not only as a legal obligation, but also as an expression of our sense of corporate responsibility.

By consistently implementing these principles, we not only protect our interests, but also strengthen the trust of our employees, customers and business partners in our integrity.

3.6 SUSTAINABILITY AND SOCIAL RESPONSIBILITY

Our business activities are based on the principle of sustainability. We strive to make a positive contribution to the environment, our communities and future generations.

Our business ethics are a promise that is lived by every individual in the company. We encourage our employees to ask questions, raise doubts and report violations of these principles without fear of negative consequences.

4 ENVIRONMENTAL PROTECTION AND SAFETY

As a small and medium-sized company, we have a special responsibility towards our environment and our employees. Sustainability and safety are integral parts of our corporate culture and guide our daily actions.

4.1 ENVIRONMENTAL RESPONSIBILITY

We are actively committed to using resources efficiently, promoting sustainability and minimising the environmental impact of our activities.

By using renewable energy and promoting energy-efficient technologies, we are helping to protect the climate and reduce CO₂ emissions.

Wherever possible, we endeavour to recycle materials and reduce waste in our processes.

We motivate our employees, customers and partners to join us in taking environmentally friendly steps.

4.2 SAFETY AT WORK

The health and safety of our employees is our top priority. As a responsible company, we see occupational safety not only as a legal obligation, but also as an essential part of our corporate culture.

We create a working environment that minimises risks and meets the highest safety standards. Through regular training, instruction and the identification of preventative actions, we eliminate potential hazards at an early stage. We promote awareness of health and safety among all employees and encourage them to actively contribute to improvements.

Occupational safety is a shared responsibility. We expect our employees to comply with safety guidelines and to take care of their own health and that of their colleagues.

5 REPORTING VIOLATIONS

Compliance with our Code of Conduct is a central importance to our company. To ensure integrity, fairness and transparency in all areas, we encourage employees, business partners and third parties to report potential violations of the Code of Conduct

Reports should be made if there are indications of violations of legal regulations, internal guidelines or ethical principles.

These include, among others:

- - Corruption, fraud or theft
- - Discrimination or harassment
- - Violations of labour and environmental protection regulations
- - Misuse of confidential information

To submit a report securely and confidentially, you can contact the management or the owners of Stadler Sensorik CNC-Technik GmbH personally.

Furthermore, a report can be made via the confidential e-mail address **compliance@stadlercnc.at**

We take all reports seriously and treat them with the highest level of confidentiality. Whistleblowers who act in good faith are protected from disadvantages or reprisals. Our aim is to create a safe and trusting environment in which any concerns can be raised openly. Every report is carefully reviewed. If necessary, we will initiate investigations and take appropriate action to resolve violations and prevent future incidents.

We thank everyone who helps to protect our values and encourage active use of the reporting systems. Only through joint commitment can we promote a culture of responsibility and integrity.