Code of Conduct

PRECISION IN FORM

1. Preamble

Through this Code of Conduct, the Company communicates its expectations of its suppliers and employees. This Code of Conduct serves as a link between the objectives of the Company and the conduct expected of its suppliers.
Essmann + Schaefer GmbH + Co.KG is committed to socially, environmentally and economically responsible corporate management. This commitment is expected of all our suppliers as well as our employees and is to be integrated into our corporate culture.
Furthermore, we strive to align and conduct our business activities, services and products with the principles of sustainability in the broadest sense, and expect our suppliers to do the same.

2. Scope

Our Code of Conduct applies to all suppliers and other service providers, as well as to all our employees and business partners, regardless of their hierarchical level or position within the Company.
This is particularly important in view of our operations in the international arena and our international relationships with other companies.

3. Laws and Requirements

3.1 Occupational Health and Safety

The health and safety of all our employees is our top priority. Particular attention is paid to compliance with applicable laws and occupational health and safety requirements. The respective department heads are responsible for ensuring compliance and are expected to lead by example; they are also vested with the necessary authority to issue instructions. All employees are provided with the required personal protective equipment, which is made available to them at all times.

3.2 Working Hours and Remuneration

Working hours are governed by applicable statutory requirements and the Company's operational standards. This also applies to statutory public holidays, which are duly observed. Remuneration is likewise governed by applicable statutory requirements and the Company's operational standards. Employees will be informed promptly of any changes in this regard.

3.3 Child Labour and Employment of Young Workers

Essmann + Schaefer strictly complies with all rules and laws governing the employment of young workers. We ensure that they have reached the

minimum age required by law. Child labour is strictly prohibited and will not be tolerated.
Young workers must not be exposed to hazards or situations that could endanger their health while performing their duties and should always work alongside an experienced employee.

3.4 Forced Labour

Our Company prohibits all forms of forced labour and work that violates human rights, whether physical or psychological in nature. The dignity and individual freedom of every person are paramount and must be respected at all times.

4. Corruption

All employees and partners are required to comply with all applicable laws and regulations. Bribery and corruption are unacceptable in any form and are strictly prohibited.
Ethical standards must also be observed in all external business relationships. Everyone is expected to report any known cases of corruption or suspicious conduct to Company management immediately.

5. Equal Opportunities

All employees and suppliers are expected to treat one another respectfully and fairly in the workplace. No form of harassment or bullying will be tolerated. We are firmly committed to opposing racism and discrimination.
Discrimination on the basis of gender, nationality, religion or other social, ethical or national characteristics will not be tolerated.

6. Data Protection

Our Company is committed to complying with all data protection laws and safeguarding the privacy of all employees and other individuals involved. Personal data is processed only for necessary purposes, following prior consultation with and with the knowledge of the individuals concerned. Confidential data and information, as well as trade and business secrets, must not be disclosed to third parties or unauthorised persons.

7. Environmental Protection and Sustainability

Our Company recognises the global challenges in the areas of environmental protection and sustainability and is committed, within its capabilities, to complying with all applicable environmental laws at local, national and international level. We also continually seek to identify and address further aspects of environmental responsibility, implementing improvements gradually. We are committed to using natural resources, such as water, responsibly. We also work to reduce energy consumption and place great importance on

minimising waste, separating waste streams and ensuring environmentally friendly disposal. Recycling also plays an important role in this regard.

8. Complaints Procedure

We expect all our employees to comply with and respect this Code of Conduct.
Every employee is entitled and encouraged to report any violations they become aware of to Company management or the relevant department head. Employees who make such reports in good faith will not face any adverse consequences. However, no false information may be disseminated.

Wuppertal, September 2026

