

item Industrietechnik GmbH is guided by clear values. Integrity, appreciation and sustainability are the basis of all our business activities. We expect the same from our suppliers and business partners. Compliance with the following Code of Conduct and Ethics is therefore an essential prerequisite for working with our company.

## I. Core values

### 1. Integrity

We comply with all applicable laws and regulations at the local, national and international levels. We respect export controls and sanctions and do not circumvent them. We conduct ourselves lawfully and conscientiously in all business relationships (compliant). We respect our employees' rights to freedom of expression and freedom of association. We stand for equal opportunities and do not discriminate against anyone. We observe the principles of fair and free competition. We strictly prohibit and forbid all forms of bribery, corruption, extortion and embezzlement.

The protection of personal, business and customer data is carried out in accordance with the applicable General Data Protection Regulation (GDPR).

### 2. Working conditions, occupational health and safety and human rights

With regard to working conditions, we generally comply with and fulfill the relevant national regulations on working hours as well as the right to appropriate remuneration, which is based at least on the respective statutory minimum wages or applicable collective wage agreements. At the German level, the general minimum wage regulation of the Minimum Wage Act (MiLoG) applicable at the time of this signature is decisive for us. We also pay and employ employees who are posted across borders and regularly employed in Germany in accordance with the Employee Posting Act (AentG) in force at the time of this signature. Both the MiLoG and the AentG are governed by the respective valid version. We undertake to also impose the aforementioned obligation to comply with the MiLoG and the AentG on the subcontractors used by us or by a supplier. We shall also pay or deduct all salaries, benefits and nationally prescribed social benefits agreed in the employment contract.

With regard to occupational safety, we offer our employees a healthy and safe working environment. We reliably identify risks to physical safety at an early stage through regular training and the support of our occupational safety specialists. All work and production facilities are organized in close coordination with our occupational safety specialist in such a way that accidents are ruled out as far as is humanly possible or the consequences of accidents are minimized.

Human rights are a high priority for us. We reject any violation of human rights (such as forced labor, child labor, modern slavery and human trafficking).

Forced labor includes all types of work or services that are forced from a person under threat of punishment or that a person does not perform voluntarily.

Child labor includes all types of work or services performed by a person in disregard of the minimum age for admission to employment and in disregard of national regulations.

Trafficking in persons includes any form of recruiting, transporting, or harboring a person for the purpose of exploitation.

In fulfilling our tasks, we take care of our own reputation just as our suppliers and business partners do. In doing so, we adhere to the principle of legality and uphold the principles of responsible and fair trade. This also includes respect for the rights of minorities and indigenous peoples.

A culture of equal opportunity, mutual trust and respect is of great importance to us. We promote equal opportunities and prevent discrimination in the recruitment of employees and in the promotion or granting of training and further education measures. We treat all employees equally, regardless of gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation or ideology. Women's rights and inclusion are a particular focus here. We also support the further qualification of our employees.

We condemn unacceptable treatment of our employees such as sexual harassment, insults or exclusion. All employees have the opportunity to voice their complaints in this regard - anonymously, if desired

### 3. Freedom of association

We respect employees' rights to freedom of association and collective bargaining. They are free to establish or become members of an employee representative body. An employee may not suffer any disadvantages as a result of being a member of a trade union. Likewise, employees or their respective organizations may negotiate and conclude company agreements or collective bargaining agreements at the appropriate level.

### 4. Sustainability

We use natural resources responsibly, especially energy, water and raw materials. We take measures to reduce our greenhouse gas emissions and strictly comply with statutory emission limits. In this way, we contribute primarily to better air and water quality. We also use chemicals responsibly. We avoid waste and develop new products with the aim of making them recyclable. In the interests of sustainable environmental and climate protection, we avoid the use of environmentally harmful raw materials and production processes wherever possible. All these measures are in line with international climate goals and serve to preserve biodiversity, prevent deforestation and respect land, forest and water rights.

### 5. Corruption, extortion and bribery

We reject all forms of corruption, including bribery and extortion. Decision-making processes at our company must not be influenced in any way by improper benefits (cash, non-cash benefits, pleasure trips, etc.). Conflicts of interest must be avoided. Should a personal interest or conflict of interest exist, this must be disclosed. Disclosure shall not result in any disadvantages for the person concerned. We also expect our suppliers and business partners to take action against all forms of corruption and not to engage in unfair competition.

Our suppliers and business partners may neither bribe nor blackmail others nor accept bribes themselves. Furthermore, our suppliers and business partners must not enter into any price agreements with competitors or similar agreements.

## 6. Privacy and data protection

We comply with the requirements of information security and data protection and ensure that the applicable data protection requirements and regulations are observed when processing personal data. Furthermore, we ensure that the information security requirements for processing our customers', suppliers' and employees' information are met.

## 7. Protection of company property

We use our company's property and resources appropriately and carefully and protect them from loss, theft or misuse. The intellectual property of our company represents a competitive advantage for item and thus an asset worth protecting, which we defend against any unauthorized access by third parties. Our products are mainly created by our own development department. The creation of plagiarized products is contrary to our code of ethics and is out of the question for us. We use tangible and intangible property of the company exclusively for company purposes and not for personal purposes, unless expressly permitted. We handle our financial resources responsibly. We provide transparent and public information about our business situation.

## II. Verification / Compliance

We communicate our high standards of compliance with our core values to our employees, in the form of training and in writing.

Through training, we ensure that every manager fulfills his or her responsibilities. Every employee can obtain all the necessary information at any time via the item Management System.

We support our occupational safety specialists and safety officers to the best of our ability.

Safety briefings are conducted annually and when hazards are identified.

We support the fundamental right of freedom of expression through regular feedback rounds with our employees and through our process optimization confidants. All employees can turn to these individuals - and to managers - directly, in confidence and protected from retribution, even while maintaining their anonymity (whistleblowing).

## III. Consent by Supplier

I hereby confirm that I am an authorised representative of the company named below and that I have carefully read and understood the contents of the above document.