

Code of Conduct

Within our organization, human rights, integrity, and sustainability are central to everything we do. This Code of Conduct forms the foundation of our daily actions — internally, throughout our value chain, and within society. We believe that business success is truly meaningful only when it goes hand in hand with respect for people, communities, and our planet. This Code of Conduct applies to all our employees, suppliers, partners, and other stakeholders who contribute to our organization.

1. Dignity and Respect as the Foundation

Every individual has the right to fair, respectful, and humane treatment. Therefore, we:

- Do not tolerate any form of discrimination, harassment, intimidation, or oppression
- Promote a safe and inclusive working environment where people feel valued and heard
- Hold ourselves accountable for our behavior and encourage a culture of mutual respect and openness

2. Freedom of Choice and Protection Against Exploitation

We take an active stance against all forms of forced labor, child labor, and human trafficking. We ensure:

- Freedom of employment choice and fair working conditions for all our employees
- A strict zero-tolerance policy for exploitation within our supply chain
- Human rights due diligence in procurement, partnerships, and product development

Our suppliers are selected based on their willingness and ability to respect and comply with these standards.

3. Health, Safety, and Well-being

A healthy and safe working environment is a fundamental human right. We provide:

- Safe working conditions in accordance with the highest standards and applicable legislation
- Access to preventive healthcare, training, and support where needed
- Active risk monitoring and swift action in response to unsafe situations

Our focus is not only on physical safety, but also on mental health and overall well-being at work.

4. Equal Opportunities, Diversity, and Inclusion

We believe that diversity strengthens our organization. Therefore, we:

- Provide equal opportunities for employment, development, and career advancement, regardless of background, gender, religion, sexual orientation, disability, or age
- Foster an inclusive corporate culture in which everyone can be themselves
- Actively encourage awareness, training, and dialogue around inclusion and bias

5. Taking Responsibility Across the Entire Value Chain

Our impact extends beyond our own organization. We:

- Integrate human rights considerations into our decision-making regarding procurement, investments, and partnerships
- Assess risks within the value chain through stakeholder dialogue and impact analyses (such as our Double Materiality Assessment)
- Work together with suppliers, customers, and other stakeholders to build supply chains that are fair, transparent, and socially responsible

Human Rights in Practice

For us, human rights are not an abstract ideal, but a daily responsibility. We continuously develop ourselves, review our policies, and invest in awareness and improvement. In doing so, we build an organization where people are at the center — today and tomorrow.