



## **Foreword**

Bruchsaler Farben has decided to summarize the rules of our company in a Code of Conduct. We want to remind ourselves of these common rules of working together, as well as creating an added value for our customers and our company. We deliver to more than 100 countries and source our raw materials from all over the world, and we are aware that international supply chains work with shared ideas and values. We want to stress our values through our Code of Conduct and thus make a promise to our customers, suppliers and, not least of all, our employees.

In its diversity, Bruchsaler Farben stands for law-abiding action, fair competition, compliance with ecological and social standards, and respect for the individual.

The management of Bruchsaler Farben expressly commits itself to compliance with this Code and wishes to set an example for all employees of the company. This Code of Conduct applies to all employees of Bruchsaler Farbenfabrik GmbH & Co. KG, who have confirmed compliance with their signature.

## **Conduct in compliance with the law**

National and international laws provide the framework for our activities worldwide. Corruption is a serious problem, where loopholes in laws or gray areas are exploited to gain advantages. Such behavior may initially bring a short-term advantage, but in the long term it leads to distorted competition, prevents progress and innovation, and ultimately harms everyone in our society.

**Our corporate principle:** We comply with the law and do not tolerate corruption. Our business activities are not based on favors, but on honest dealings. We do not accept bribes, nor will we give out any. In case of doubt, we will refrain from any business option with a legal or morally dubious background.

## **Ethical standards, respect for human rights, prohibition of forced and child labor.**

Modern slavery and the disregard for human rights are problems worldwide. It is not always easy to track this along supply chains and draw the appropriate consequences. As a company that processes and manufactures metal compound; conflict minerals or raw materials are a particularly important issue. They are used to finance war, civil war and other crimes, as their origin can be easily disguised and is often difficult to trace.

**Our corporate principle:** We respect and protect global regulations for the protection of human and children's rights. We reject any use of child, forced and compulsory labor as well as any form of modern slavery and human trafficking. For our production we do not source any metals, metal compounds or minerals that fall under the term conflict minerals.

## **Equal treatment and equal opportunities, prohibition of discrimination.**

We promote respectful and cooperative interaction, diversity, and tolerance in our company. We believe that such cooperation has positive effects on health, satisfaction, ideas, and innovations. Equal opportunities and equal treatment are essential for fair, unprejudiced and open interaction. In this way, we aim to achieve maximum productivity, creativity and business success while individually promoting the personal development of our employees.

**Our corporate principle:** We perceive all employees as individuals and respect their respective attitudes to life. We do not tolerate discrimination on the basis of ethnic or national affiliation, gender, religion, age, disability, sexual orientation, skin color, political views, social origin or any other legally protected characteristics. The recruiting, hiring and promotion of our employees is always based on their qualifications and skills, not on other characteristics.

## **Acting in an ecologically responsible manner and conserving resources**

Nowadays, the environmentally compatible manufacture of products is an important yardstick for deciding whether a prospective buyer will become a customer. Not only major innovations lead to greater sustainability, every small step counts.

**Our corporate principle:** We are committed to making our production more environmentally friendly, more efficient and less energy intensive. We document this continuous progress in a report that will be published annually from 2022 on. We will regularly review the environmental compatibility of our

products and manufacturing processes and optimize them where necessary. Our company is certified according to ISO 9001: 2015, and we are striving for certification according to DIN EN ISO 14001 (environmental management).

### **Confidentiality, respectful and cooperative business activities**

Fair and free competition is particularly protected by competition laws. This is not a restriction, but rather enables free development of the market economy. Agreements and concerted practices between producers prevent this competition, to the detriment of fair prices, quality and customer satisfaction.

**Our corporate principle:** The high quality of our products and our customer service are the key to our success. We stand for fair and free competition. We behave honestly towards our customers and business partners. Our goal is to build a long and trusting business relationship and to maintain it jointly. Trade secrets and knowledge will be kept safe with us.

### **Procurement, customs law and taxes**

International supply chains have their own dynamics. Quality is often weighed against availability. Finding the right supplier is not always easy. Taxation and customs duties on goods are subject to national and international laws and regulations, which can vary greatly.

**Our company principle:** We carefully select suppliers and service providers according to objective criteria. Our goal is to obtain the best possible quality, and to pass this on to our clients. All goods subject to customs duties are duly cleared by us. All business relationships on the supplier and customer side are regularly and automatically checked against international sanctions lists in accordance with applicable law. Tax returns and declarations prepared by us are truthful and confirmed by accredited auditing companies.

### **Occupational safety**

Employers have a special responsibility towards their employees. Work in a company can pose hazards that must be avoided.

**Our corporate principle:** The safety and health of our employees comes first. We offer the best possible occupational health and safety measures within the framework of statutory regulations and on the basis of our own requirements, which in some cases go beyond these. The health, performance and job satisfaction of our workforce are our most important assets.

### **Data protection**

The protection of privacy in dealing with personal data is specifically regulated by law. The collection, storage, processing and other use of personal data always requires the consent of the person concerned or a contractual or legal regulation.

**Our corporate principle:** To protect the personal data entrusted to us, we have taken measures to prevent theft. We protect the personal data of employees, former employees, customers, and

suppliers to the best of our ability. The collection, processing, use and storage of personal data is done in accordance with legal requirements such as the DS-GVO.

### **Proactive behavior**

We would like to ask our customers and suppliers to take note of this Code of Conduct and to inform us if they perceive potential violations of it. You often see your own behavior better through the eyes of another. Our aim should be to constantly use this Code of Conduct in our daily business.

We would also like to encourage our employees to report behavior contrary to our Code. Any report will be treated in strict confidence and will not have any negative consequences for the persons making the report. Contact persons are all members of the management or the workers council.

25.02.2025

A handwritten signature in blue ink, consisting of stylized, overlapping loops and strokes.

Ronald Levi, Management