

## Business Partner Code of Conduct

Integrity, compliance with law and regulations, and responsibility towards people and the environment are the guidelines for in-tech GmbH's entrepreneurial activities. We comply with globally recognized standards such as the United Nations Global Compact, the UN Guidelines on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We demand this from our business partners as well. We therefore expect our business partners to comply with the following principles:

### 1. Compliance with law and order

All applicable legal provisions and requirements that are relevant in the context of a business relationship with in-tech must be complied with. This also applies to countries the partner operates in.

### 2. Prohibition of Corruption

All anti-corruption laws must be observed. Corruption will not be tolerated in business processes.

### 3. Fair Competition

The applicable rules of competition and antitrust law as well as the principle of fair competition must be observed.

### 4. Human and Labor Rights

All employees shall be treated equally regardless of their gender, age, color, culture, ethnic origin, sexual orientation, disability, religion or belief.

Employees shall be treated with respect and any form of sexual harassment, sexual abuse, physical punishment or torture, mental coercion, employment against their will and threats of such treatment will not be tolerated in the company.

Remuneration and working hours shall correspond to at least the respective national and local legal standards or the level of the national economic sectors/industries and regions.

The freedom of association of employees in accordance with the applicable national legislation shall be recognized. Members of workers' organizations or trade unions shall not get preferential treatment nor be disadvantaged.

### 5. Prohibition of Child Labor

The employment of workers who have not reached the minimum age according to ILO Convention 138 will not be tolerated.

### 6. Employee Health and Safety

The internationally recognized health and safety requirements must be complied with. Preventive measures shall be taken to eliminate or reduce hazards and accidents.

### 7. Sustainable Environmental and Climate Protection

Environmental regulations and international standards must be observed. Resources are to be conserved, environmental pollution is to be minimized.

### 8. Raw Material Procurement

The procurement of raw materials must comply with conflict resource regulations, for example § 1502 of the U.S. Dodd-Frank Act. When using conflict resources, information must be provided along the entire supply chain using the appropriate templates

### 9. Handling of Information and Data Protection

Confidential and personal information must be protected and the applicable laws on data protection must be observed.

### 10. Implementation in the Supply Chain

Compliance with the principles in this Business Partner Code of Conduct shall be promoted to your business partners in the best possible way.

Please send your questions or other concerns to [csr@in-tech.com](mailto:csr@in-tech.com)