

Code of Conduct

Introduction

We at Janz Tec AG have been active in the technology and software sector for over four decades. During this time, we have recognised the strong link between technology and responsibility. Therefore, our commitment is far beyond our business. Our Code of Conduct is based on the fundamental principles of respect, tolerance, honesty, and integrity. These values form the foundation of our interactions, whether it be with each other, with our customers or with all of the company's stakeholders.

As a matter of course, the laws that apply to us are the basic prerequisite for our business activities.

Accordingly, we also expect our suppliers and service providers to respect the principles of ecological, social, and ethical behaviour and to fulfil the applicable legal requirements.

Strict compliance with the following basic principles forms the foundation for preventing significant legal and economic risks for our company. Through this approach, we protect the legitimate interests of all our stakeholders, which include customers, partners, and suppliers, and we pay attention to the needs of society and the protection of people and the environment. Our business principles are built on shared values that apply to all employees and stakeholders in our company. We do not regard integrity and reliability as mere phrases, but as concrete commitments to society.

In the following, we state the minimum requirements that we expect from our suppliers and service providers („suppliers“) regarding compliance with nationally and internationally applicable laws and environmental, social and ethical standards.

Hence, the supplier accepts the following:

Compliance with laws, regulations, and internationally recognised standards

The supplier declares to comply with all applicable international and particularly national laws and recognised standards.

Human rights and fundamental values of society

The supplier reaffirms their full support for the protection of human rights. This includes respect for laws, social norms, and their own rules. The supplier undertakes to reject forced labour, child labour and human trafficking. They promote equal opportunities and do not tolerate discrimination. These basic principles are based on the ILO conventions, which the supplier guarantees to comply with.

Prevention of corruption

The supplier undertakes to comply with all applicable laws, including competition and antitrust laws. They promote fair co-operation and strictly reject corruption, bribery, and unfair competitive practices.

Fairness at the workplace

The supplier is committed to a corporate culture that emphasises individual responsibility and equal opportunities. Discrimination and sexual harassment are unacceptable and will not be tolerated by the supplier. The supplier affirms promoting equal opportunities and diversity and ensures that all decisions regarding personnel are made solely on the basis of skills and qualifications.

Health and safety

All legal regulations relating to health and safety at work are followed by the supplier, trained regularly, and are anchored in the central corporate objectives.

Social responsibility

As a family business, we are committed to the common good. We support charitable organisations, initiatives, culture and sport. We value and support our employees' commitment to charitable activities. Work-life-balance is an important concern for us, which is why we are a member of the corporate network „Erfolgsfaktor Familie“ (Success Factor Family). We expect a similar commitment from our suppliers.

Environmental protection

Products are developed, produced, and distributed in such a way that safe and environmentally friendly fabrication is guaranteed. A minimal use of energy and resources is pursued in the production processes. All statutory regulations regarding environmental protection are complied with.

Products are developed and produced with the aim of complete material recycling at the end of their service life. ISO 14001 environmental management certification is recommended.

Information security, data protection, and handling of confidential information

The protection of personal rights and confidential data is the supplier's central corporate objective. They undertake to comply with all laws that regulate the collection, use and processing of personal data, to maintain the confidentiality of information entrusted to them and to use this information only for legitimate business purposes.

Certification in accordance with ISO 27001 Information Security Management and/or TISAX® is recommended.

Conflict minerals

The supplier agrees to take measures in order to prevent the use of raw materials in their products, which originate from conflict and risk areas and contribute to human rights violations, corruption, the financing of armed groups or similar negative effects.

Information and training

The requirements of this Code of Conduct and its implementation among employees, customers, suppliers, and other interest groups are communicated openly within the supplier's company.

Consideration of the supply chain

Suppliers undertake to apply the principles of this Code of Conduct formulated by Janz Tec AG when selecting subcontractors and to monitor this in an appropriate manner.

Legal consequences

The requirements stated in this document are considered important for Janz Tec AG. Any violation of this Code of Conduct may give Janz Tec AG cause to take appropriate legal action. Janz Tec AG reserves the right to terminate the business relationship in the event of a serious or repeated violation of this code. Such steps may be waived if the supplier can credibly assure and prove that he has immediately taken countermeasures to prevent future violations.

Supplier

Signature Janz Tec AG

Signature Supplier