

## Code of Conduct

### Foreword

1zu1 is committed to socially, environmentally and ethically responsible corporate governance and expects the same commitment from our partner companies.

#### 1 Scope of application

This Code of Conduct defines the principles and requirements with regard to the respective responsibilities vis-a-vis people and the environment at 1zu1 Prototypen GmbH & Co KG.

#### 2 Compliance with the law

+ We adhere to the applicable laws, standards and regulations.

#### 3 Social responsibility

- + We respect the dignity, privacy and personal rights of every individual, regardless of their skin color, nationality, social background, gender, age, religion, ...
- + We promote good and safe working conditions, and respect human rights.
- + We do not tolerate personal harassment, discrimination or unacceptable treatment of employees.
- + We provide fair remuneration for our employees.
- + We do not use forced or child labor at any stage of production and adhere to the recommendations of the ILO conventions concerning the minimum age for the employment of children.
- + We take responsibility for the health and safety of our employees.
- + We take the best possible precautions to prevent accidents and occupational illness.

#### 4 Environmental responsibility

- + We observe the applicable norms and standards regarding environmental protection.
- + We are committed to ensuring a responsible and careful approach to the environment and natural resources.
- + We strive to minimize our energy consumption and improve energy efficiency.

#### 5 Ethical business conduct

- + We are committed to open and fair competition and do not enter into any price agreements or activities with our competitors which may influence the market.
- + We pursue a zero-tolerance policy with regard to corruption, bribery, extortion and embezzlement.
- + We do not collaborate with countries that are at war.

- + We are against the production of weaponry in principle, therefore we do not produce weapons or parts intended for weapons.
- + We will never knowingly use conflict minerals from non-certified refineries in conflict regions in our products.
- + We respect the intellectual property rights of third parties.
- + Confidentiality and data protection are our top priority.