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### 1. CODE OF CONDUCT

These rules of conduct are a code of commitment to fair, sustainable, and responsible action based on ethical principles and recognition of the social responsibility of the company. They apply to all companies within the Glave Group and require strict separation of corporate and personal interests, with all decisions in the business sphere to be made free of personal interests. Granting of personal benefits is not allowed.

In this context, we ask our business partners, for example, to refrain from sending Christmas gifts and other attentions to employees of our company.

As a condition for establishing business relationships with companies within the Glave Group (hereinafter referred to as the "Glave Group"), employees, suppliers, subcontractors, consultants, and customers (hereinafter referred to as "contractual partners") must comply with all laws and regulations applicable to their business activities. Additionally, all contractual partners are required to adhere to the fundamental principles of the Glave Group as set out in this code of conduct. Contractual partners of the Glave Group are also responsible for ensuring that their own suppliers throughout the entire supply chain commit to fulfilling these requirements. Your commitment to fully comply with these requirements is the basis of a profitable business relationship for both parties. If any misconduct or potential misconduct is identified during the business relationship with the Glave Group, the management of the Glave Group must be contacted.

The companies within the Glave Group include:

- Glave Gruppe GmbH
- Norder Band AG
- Norder Band und Blech GmbH
- NLT Automation GmbH
- Scandinavian Robotics AB
- NORICS GmbH

### 2. COMPLIANCE WITH THE CODE

The Code of Conduct serves as a top-level framework for our actions and is binding for our employees and management, including companies within the Glave Group. All contractual partners are asked to apply and introduce the Code of Conduct accordingly. Any societal or country-specific peculiarities that may arise can be considered. Compliance with the Code of Conduct is the responsibility of every employee. Misconduct will not be tolerated and will be prosecuted.

### 3. COMPLIANCE WITH LAWS

As a contractual partner, you are required to implement compliance systems and be able to provide necessary documentation demonstrating compliance with all applicable national and other laws and regulations in conducting your business. This includes, but is not limited to, the following requirements.



### 4. BUSINESS PRACTICES

The Glave Group expects its employees and business partners to always act in an honest, trustworthy, and reliable manner in all business activities. Copyrighted and other intellectual property of a business partner (especially that of the companies within the Glave Group) must be treated responsibly. In addition, all legal requirements regarding the fight against corruption, the fair competition, and the prevention of cartels must be met.

#### 4.1 PROHIBITED BUSINESS RELATIONSHIPS

All decisions within the corporate group are made free from personal interests. To ensure this independence, it is strictly prohibited for our contracting partners to offer or grant any undue personal benefits, directly or indirectly, to any employee, representative, or customer of the Glave Group or to any official in connection with procurement activities of the Glave Group. This includes, but is not limited to, cash, bribes, commissions, or kickbacks. The Glave Group further expects its contracting partners not to offer or grant gifts to employees and representatives of the Glave Group to confirm a particular business transaction or activity of the contracting partner, except for small symbolic gifts. Additionally, the Glave Group expects all contracting partners not to offer or grant business accommodation and entertainment outside of customary and legally permissible practices to employees and representatives of the Glave Group.

#### 4.2 PROHIBITED COLLUSION AND INFLUENCE

It is prohibited to disclose information about prices, costs, or other competitive aspects or to exchange such information with another supplier. Furthermore, with respect to a proposed, pending, or ongoing procurement activity of the Glave Group, it is also prohibited to engage in prohibited agreements or to influence a supplier or bidder of the Glave Group.

#### 4.3 RESPECT FOR PROPERTY RIGHTS/ INTELLECTUAL PROPERTY RIGHTS

The property of the business partner (especially that of the Glave Group) may only be used for the purpose for which it was provided. It must be protected against damage, loss, and abusive use.

Patents, trademarks, and intellectual property rights of others must be respected and protected against attacks, loss, and infringement.

Patents, trademarks, and intellectual property rights of others must be respected and protected against attacks, loss, and infringement. Precautions must be taken to maintain the confidentiality of a business partner's information. This includes treating such information as confidential and not disclosing it to third parties without the prior written approval of the respective business partner.

### 5. BASIC EMPLOYEE RIGHTS AND STANDARDS/ PROCEDURES RELATED TO WORKPLACE SAFETY

As a contractual partner of the Glave Group, you must comply with the following requirements regarding employee rights and standards relating to workplace safety.



### 5.1 FAIR HIRING AND EMPLOYMENT PRACTICES

The diversity of employees contributes a significant part to the success of the Glave Group. We strive to recruit, train, retain, and promote competent employees with the goal of maintaining a respectful and fair treatment of one another. Any form of discrimination or harassment based on race, ethnicity, gender, religion, belief, disability, age, sexual orientation, or other personal characteristics contradicts this goal.

### 5.2 NO FORCED OR CHILD LABOUR

The Glave Group respects human rights and promotes their adherence. We reject all forms of forced and child labour within our company and among our business partners. It must be ensured that no forced laborers, penal laborers, or unpaid bonded laborers (including debt bondage) are employed and that hiring practices comply with the International Labour Organization conventions regarding minimum age (C38) and child labour (C182).

### 5.3 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The employees have the right to join or not to join associations of their choice. National legal regulations and existing agreements in this regard must be observed. Cooperation with employees and employee representatives should be constructive.

### 5.4 FAIR WORKING HOURS AND COMPENSATION

We manage our business operations in a way that overtime does not exceed the permissible maximum hours according to applicable law. Under no circumstances do we require our employees to work regularly for more than 48 hours per week (with an exemption of 60 hours per week) and six consecutive days without a day off. The Glave Group pays attention to fair compensation, ensuring that all employees receive compensation commensurate with their job responsibilities. We expect the same behaviour from our business partners. Employee compensation must at least meet the legal minimum wage and, where no legal basis for compensation exists, must be in line with local industry standards.

### 5.5 SAFETY, HEALTHY, AND FAIR WORKING CONDITIONS

A safe and healthy working environment is the foundation for a good work atmosphere. Based on respective legislation, all international and site-specific health and safety regulations, as well as national labour laws, must be complied with. Physical violence, intimidation, threats of physical violence, sexual or other harassment, as well as verbal abuse or any other forms of intimidation, are not to be tolerated under any circumstances.

## 6. ENVIRONMENTAL SUSTAINABILITY

We are aware of the importance of quality, environment, and sustainable energy management, and we set the highest standards in these areas. We expect our business partners to conduct their

# CODE OF CONDUCT

## GLAVE GRUPPE



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activities in a manner that protects the environment in accordance with applicable laws and regulations and preserves it sustainably.

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Stefan Glave  
(CEO)