



# CODE OF CONDUCT

for Business Partners of  
Otto Bihler Maschinenfabrik

# Preamble

Otto Bihler Maschinenfabrik GmbH & Co. KG ("BIHLER" or "we") is one of the leading providers of efficient automation solutions for stamping and bending technology, welding technology, and assembly technology.

As a family business, responsible action with a view to the future and an awareness of how our business impacts on society and the environment is a core element of our business and corporate strategy. We firmly believe that economic success and social responsibility are inextricably linked. With this Code of Conduct, we are committed to binding minimum standards for responsible and legally compliant action and define the requirements that we expect our business partners to comply with in their business dealings with us. This Code of Conduct is a material component of the cooperation between us and our business partners.

A violation of this Code of Conduct may be a reason and cause for BIHLER to suspend or (in the event of serious violations) terminate the business relationship.



# 01

## Fundamental principles of business activity

### Conduct in the business environment, principle of legality

Bihler complies with the laws of the countries in which we do business. Illegal action is not in our interest. We regard ethical and legally compliant action as an important responsibility of our company. We also expect our business partners to adhere strictly to the laws that apply to them. Furthermore, we expect our business partners to comply with the basic principles of the United Nations Global Compact and this Code of Conduct and to ensure that their employees, legal representatives, vicarious agents and other partners engaged in cooperation with us also live up to this expectation.

### Working conditions and fair wages

We are committed to our social responsibility to our employees and the community. We comply with the laws that apply to our dealings with employees and ensure fair working conditions for our employees. We also observe the core labor standards of the International Labor Organization (ILO) Convention, compliance with legal requirements on working hours and appropriate remuneration. BIHLER also expects its business partners to engage with their employees in accordance with the basic principles of the International Labor Organization (ILO). Furthermore, we expect our business partners to comply with and adhere to the applicable statutory regulations with regard to working conditions, minimum wages, working hours, vacation, and statutory social benefits.

### Occupational safety and health

The safety and health of our employees is a top priority for us. We rigorously implement occupational safety and health as part of the applicable national regulations. BIHLER observes the applicable occupational safety obligations. Our business partners should ensure the occupational safety and health of their employees in accordance with the applicable national regulations. To ensure healthy working conditions, employees have access to sufficient quantities of drinking water, clean sanitary facilities, and a hygienic working environment.

### Respect for human rights, indigenous peoples

Bihler is committed to respectful, fair, and loyal dealings with one another and respects the personality of each individual. We are committed to respecting globally recognized human rights as set out in the United Nations Guiding Principles on Business and Human Rights. We respect the rights defined in the International Bill of Human Rights and the fundamental labor standards of the International Labor Organization (ILO). BIHLER protects the rights of indigenous peoples, which also includes the prohibition of unlawful eviction and deprivation of land, forests, and waters as well as the destruction of places of worship. We have a clear expectation that our business partners share our principles of respect for human rights and the rights of indigenous peoples and that they ensure compliance with them at their businesses and in the supply chain. We also expect our business partners to observe and comply with the basic values set out in our Code of Conduct.

### Prohibition of child labor

Bihler is committed to ensuring that child labor is not used at any stage during the production or distribution of our products. BIHLER rejects all forms of child or forced labor or modern slavery. In particular, no persons under the minimum employment age of 15 years may be employed. We expect our business partners to also comply with all applicable laws and standards, including the core labor standards of the ILO Convention, in particular concerning the minimum age for admission to employment and the prohibition of child labor.

### Freedom of association and the right to collective bargaining

Bihler respects and upholds the freedom of association of its employees and recognizes their right to collective bargaining in accordance with the core labor standards of the International Labor Organization (ILO) Convention and the laws applicable to us. We expect our business partners to adhere to these standards as well and to allow their employees to exercise these rights without fear of retaliation or discrimination.

### Equal opportunities and prohibition of discrimination

We do not tolerate any form of discrimination, in particular on the basis of skin color, gender, age, nationality, religion, sexual orientation or political activity. We maintain a working environment in which all our employees feel respected, accepted, supported and valued and are committed to providing equal opportunities of employment. We also expect our business partners to prevent discrimination and ensure equal opportunities of employment.

# 02

## Business ethics and environmental concerns

### Compliance with legislation

Bihler applies the highest level of integrity to all business activities and relationships. Bihler respects the laws applicable to our business and we expect the same from our business partners.

### Fair competition

Bihler respects the principles of fair and free competition as the basis of our business activities. We comply with the statutory provisions in relation to antitrust and competition law in our business activities and refrain from any actions that have the goal or effect of obstructing, restricting or distorting free and fair competition. Our business partners must also comply with the regulations on antitrust and competition law that apply to our business relationship and refrain from any actions that have the goal or effect of obstructing, restricting or distorting free and fair competition. This applies in particular to anti-competitive agreements, horizontal agreements with competitors regarding market or product restrictions or prices, as well as vertical agreements to restrict free or fair competition.

### Prohibition of corruption and bribery

Bihler does not tolerate any form of fraud or embezzlement, corruption, granting of advantages, bribery or corruptibility or any business practices that could give the impression of illegal influence or interference. We ensure that our employees comply with these prohibitions. Our business partners must also take appropriate measures to prevent such practices among themselves, their employees, and in their supply chain.

### Protecting business secrets, confidentiality, privacy

Bihler takes appropriate steps to protect its own confidential information and the confidential information entrusted to it by our business partners. These include training and confidentiality obligations for our employees as well as IT security measures. We comply with the privacy laws that apply to us and protect all confidential information against misuse. We expect our business partners to comply with the contractual or legal requirements for protecting business secrets, confidentiality and privacy in their business dealings with us and to regularly train their employees to comply with these requirements. Our business partners must protect any of our confidential information to which they gain access with an appropriate level of security that corresponds at least to the security of their own confidential information.

### Protection of assets, intellectual property

Bihler regards its own assets, including financial resources and our intellectual property, as the essential foundation of our company. We have implemented comprehensive measures to protect our assets against risk. Active risk management enhances our ability to identify and assess potential risks at an early stage and minimize their impact on Bihler. We expect our business partners to attach equal importance to the protection of assets and, in particular, the protection of intellectual property, regardless of whether it is their own intellectual property or that of third parties, and to introduce and maintain appropriate security standards to ensure that it is adequately protected.

### Conflicts of interest

Conflicts of interest may arise when a person's own interests conflict with the business interests of the company. Even the impression of a conflict of interest is problematic if it creates the perception that the objectivity or independence of a person could be impaired. Bihler ensures that conflicts of interest among our employees are disclosed and that the integrity of our business activities is maintained. It is essential for us that our business partners also avoid all conflicts of interest that could adversely affect the business relationship with BIHLER or result in damage. Business partners are therefore requested to disclose actual or merely potential conflicts of interest to Bihler without delay and to resolve them immediately.

### Export controls and economic sanctions

It goes without saying that we comply with all foreign trade laws, national and international sanctions and embargo regulations and guidelines that apply to Bihler or our products, including all legal and official requirements concerning export controls and economic sanctions. We operate appropriate organizational structures to guarantee such compliance. We expect our business partners to comply without exception with all national and international trade regulations and foreign trade laws that apply to them, to observe national and international sanctions and embargo regulations and guidelines, including legal and regulatory requirements concerning export controls and economic sanctions, and to have taken appropriate effective precautions to avoid violations. Effective precautions include appropriate organizational measures to minimize the risk of violations as far as possible.

### Responsible procurement of raw materials, dealing with conflict minerals

Bihler supports activities that ensure the responsible procurement of raw materials. The procurement and use of raw materials that were obtained illegally or by ethically objectionable or unacceptable means must be avoided. The use of raw materials affected by embargoes or other import restrictions must be excluded. This applies in particular to the handling of conflict minerals. Our business partners must comply fully with our principles of responsible raw material procurement and respect when dealing with conflict minerals. Critical raw materials must be identified and avoided in manufactured products throughout the supply chain. You must disclose the sources of supply of the raw materials you use to Bihler.

# 03

## Environmental protection Sustainability

### Requirements for environmental protection and sustainability in the supply chain

We are aware of our responsibility to the environment and conduct our business in full compliance with the laws, regulations and industry guidelines on environmental management and the circular economy that apply to us. We promote the sustainability of our production chain and products, use resources sparingly and minimize the environmental impact of our business activities in order to continuously improve environmental protection. Bihler also expects its business partners to adopt this responsible mindset and welcomes any corresponding environmental management certifications that they achieve.

### Environmental management, waste and hazardous substances

Bihler is aware of the consequences of our activities on water and air. We take care to make sparing use of water resources, and we aim to minimize or completely avoid the release of substances that pose a risk to people and the environment. We are aware that the disposal of waste and hazardous substances in particular pose risks to people and the environment and have taken measures to protect them. We comply with the laws that apply to us and observe the applicable regulations, including the Minamata Convention on Mercury of October 10, 2013, the Stockholm Convention on Persistent Organic Pollutants (POPs) of January 23, 2001, and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of March 22, 1989. Our business partners are fully compliant with the applicable laws, regulations or guidelines on environmental management and are committed to protecting water and keeping the air clean by avoiding pollution. Our business partners should minimize the volume of waste they generate, label hazardous substances and chemicals in accordance with the above-mentioned applicable regulations and laws, and ensure that these substances and chemicals are handled safely and reused.

### Consumption of raw materials and natural resources and use of renewable energy sources

We reduce or avoid both the excessive consumption of natural resources during production as well as the generation of waste of any kind, including in the area of water and energy. We have set ourselves the goal of improving energy efficiency and minimizing energy consumption and are working on harnessing renewable sources of energy to reduce greenhouse gas emissions. From the point at which they start to develop products and services, we expect our business partners to reduce the consumption of materials, use recyclable/renewable materials and minimize the use and consumption of energy and natural resources.

# 04

## Acceptance and modifications

By acknowledging and accepting this Code of Conduct, our business partner undertakes to act responsibly in accordance with the principles described in the Code of Conduct and will take appropriate steps to implement the content and principles of our Code of Conduct throughout its supply chain. The business partner hereby agrees to provide us with information about its compliance with the contents of this Code of Conduct upon request.

Bihler reserves the right to amend this Code of Conduct at any time. Upon request, the business partner shall recognize updated versions containing appropriate amendments as binding regulations that govern its business dealings with us. Last updated: October 2024

We accept the Bihler Code of Conduct as a binding document governing our business relationship.

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Date

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Company name/stamp

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Name, Function

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Signature



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