

Code of Conduct of GODELMANN GmbH & Co. KG

GODELMANN stands for quality, sustainability and responsible, transparent action - also in cooperation with suppliers. We expect our partners to comply with and document high standards in the areas of safety, environmental protection, integrity and fair employee management.

This Code of Conduct forms the basis of our ethical, fair and responsible dealings with each other within the company and in our cooperation with external stakeholders. The Code of Conduct refers to and is guided by the Fundamental Conventions of the International Labor Organization, the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights.

With our signature, we recognize all values and commit ourselves to upholding them. In this way, we set high standards for ethical, legally compliant and sustainable action.

The principles set out below serve as binding guidelines for all employees in their daily actions.

1. Forced labour

We insist on a strict exclusion of any form of forced labor. Employment relationships must be voluntary, fairly remunerated and clearly regulated in the contract. Employees are to be treated with dignity and respect. At a minimum, statutory or industry-standard wages must be met.

2. Child labour

We comply with the requirements of the International Labour Organisation (ILO) regarding the minimum age of employees. For workers above the legal working age and below age 18 we assure adequate protections. Under no circumstances will children under the age of 15 be employed.

3. Corruption and bribery

We expressly reject corruption, bribery, extortion and embezzlement. We pursue a zero-tolerance policy in this regard.

4. Discrimination

We guarantee a workplace free of discrimination, abuse and (sexual) harassment. Discrimination based on gender, gender identity, age, religion, ethnic origin, race, disability, sexual orientation, nationality, marital status, political opinion, social group, medical status or other personal characteristics will not be tolerated.

By harassment and abuse, we mean:

- (1) Any form - or threat of - physical violence, including slaps, pushes or other forms of physical contact as a means of maintain labor discipline is not utilized.
- (2) Any form of verbal violence, including screaming, yelling, or the use of threatening, demeaning, or insulting language, as a means of maintain labor discipline is not utilized.
- (3) Sexual harassment of any kind.

5. Freedom of association

We respect the right of our employees to unionize, form works councils and bargain collectively without fear of reprisals or discrimination.

6. Health and safety

We ensure a safe and healthy working environment that meets all legal requirements for occupational safety. This includes fire and electrical safety, appropriate building construction, sufficient lighting, access to water, sanitary facilities as well as heating and ventilation. Hazardous materials are handled professionally and electrical systems are regularly inspected. Applicable health and safety regulations

and emergency preparation/response procedures will be announced. Respective management systems are in place to address risks.

7. Working hours, wages and benefits

We comply with all existing and applicable labor law regulations. The legally prescribed working hours, minimum wages, and benefits, including employer contributions to social security benefits and services, are fully complied with in order to ensure a living wage. Working hours must be reasonable.

8. Respect for property rights

We respect property rights and do not share proprietary information. A transfer of such information will only take place if the property rights are respected.

9. Fair and free competition

We fully recognise the principles of free competition and act accordingly. Agreements with competitors that violate antitrust law do not take place and will be strictly avoided in the future.

10. Privacy

We ensure the protection of personal data and act in accordance with the applicable data protection laws.

11. Environment

We comply with all applicable environmental regulations and always act in accordance with the legal requirements. We strive for continuous improvement of environmental conditions, use resources responsibly and act sustainably.

12. Suppliers

When selecting our suppliers and service providers, we ensure that they comply with the principles set out in this Code. By making this Code available to our business partners and actively communicating it, we aim to embed these values in our supply chain and expect our suppliers to adhere to the same standards as expressed in this Code of Conduct.

13. International Standards

All workers' rights are respected in accordance with national law. If national law and international human rights standards diverge, the higher standard applies; we respect international human rights to the best of our ability.

01.01.2026, Fensterbach
Date, Location



GODELMANN
GODELMANN GmbH & Co. KG
Industriestraße 1
92269 Fensterbach
T +49 9488 9404-42 • F-69
Company stamp and signature