

BAUM-Code of Conduct for Sustainable Business

RESPONSIBILITY FOR SUSTAINABLE BUSINESS

We base our business activities on the fundamental principles of sustainable, i.e. economically as well as ecologically and socially compatible, economic activity. Companies are an integral part of a global, social and ecological system. As such, we bear responsibility for the future of our planet, its societies and nature. Sustainability is therefore an integral part of our corporate guidelines and goals. The realisation of sustainable management is a continuous process, the implementation of which has high priority at all levels and in all areas of our company, above and beyond minimum legal requirements.

RESPONSIBILITY FOR NATURE

As a company, we have a special responsibility for the preservation of the global natural basis of life and the careful use of resources. Therefore, we want to avoid environmental and ecosystem pollution as far as possible and preserve biological diversity. The continuous improvement of the sustainability of our products, services and processes is a central component of our actions. We use natural resources, raw materials and other goods as efficiently as possible and consider the entire value chain, including use and handling after the end of the products' lifespan, with the aim of using materials in cycles wherever possible. We involve suppliers and customers in this process.

RESPONSIBILITY FOR SOCIETY

We bear responsibility for our employees and for cultural and social relationships. We stand up for the observance of human rights and for fair working conditions – also for the employees of our suppliers. We oppose child labour and other exploitation as well as corruption. We promote and advocate diversity in all areas of society.

RESPONSIBILITY FOR THE FUTURE

Our business activities follow the principle of avoiding or, if possible, preventing current, foreseeable and future risks to the environment and society. We want to play an active role in shaping the future and take advantage of the many opportunities offered by sustainable business.

RESPONSIBILITY FOR TRANSPARENCY

We regularly report internally and externally in a comprehensive and transparent manner on the status of sustainability in the company. This relates to progress made, but also to remaining challenges and goals, as well as the measures required to achieve them. We are prepared to engage in open dialogue with all social groups, provide the media with information relevant to sustainability and cooperate with authorities, associations and other institutions.

As a member of BAUM we are guided by the BAUM-Code of Conduct for Sustainable Management and ensure its implementation.

name of company

date

name/function

signature