



B.A.U.M.- CODE OF CONDUCT

for Sustainable Business

Responsibility for Sustainable Business

Our entrepreneurial behavior complies with the key principles of a sustainable economic system, meaning an economically, ecologically, and socially acceptable way of doing business. Enterprises are integral components of a global, social, and ecological system. As such, we are responsible for the future of our planet, its societies and nature. Our company guidelines and goals integrate sustainability. Realizing sustainable business practices is a continuous process and is a high priority on all levels and in all parts of our company, exceeding legal minimum requirements.

Responsibility for Nature

Our company's conduct is responsible, in particular, for preserving global natural livelihood and for using resources responsibly. We would like to avoid straining the environment as much as possible and we would like to preserve biodiversity. Continuously working on improving the sustainability of our products, services, and processes is a core part of our behavior. We try to use natural resources and materials as efficiently as possible. When doing so, we pay attention to the entire value chain, including the usage and the waste products at the end of their service life. We intend to use materials in circular flows whenever possible. Our suppliers and clients are included in this process.

Responsibility for Society

We are responsible for our employees, and our cultural and societal community. We advocate for complying with human rights and fair working conditions, not only for our own but also for our suppliers' staff. We are against child labor and all other forms of exploitation and corruption. We promote and engage in diversity in all areas of society.

Responsibility for Future Generations

Our conduct follows the principles of avoiding current, possible, and presumable risks for the environment and society. We aim to actively support and guide our future by using the multiple opportunities of sustainable business.

Responsibility for Transparency

We regularly produce extensive and transparent reports for internal and external use about the status of sustainability within our company. These reports cover progress, challenges, and goals, as well as necessary measures for improvement. We are open to dialogue with all stakeholders, provide relevant information about sustainability to the media, and work with authorities, associations, and other relevant institutions.

Being a member of the B.A.U.M. circle of supporters, we align with the B.A.U.M. code of conduct for sustainable business and promote its implementation.

Company Name

Date

Name/ Position

Signature