



WE ARE BAUMANN: FROM VALUES TO RESPONSIBILITY

CODE OF CONDUCT
FOR BUSINESS PARTNERS

FOREWORD CEO

Dear business partners,

As a family-owned company with over 135 years of history, BAUMANN is committed to conducting business with integrity, responsibility, and respect. Our long-standing success is built on trust—trust that extends not only to our employees but also to our valued business partners. This document outlines the ethical principles and expectations that guide our interactions with suppliers, service providers, and all those with whom we collaborate. It reflects our strong commitment to integrity, sustainability, and excellence, ensuring that our business relationships are built on shared values.

We recognize that our business partners play a crucial role in our ability to serve our customers and communities responsibly. That is why we expect you to uphold the highest ethical standards in your dealings with BAUMANN and in your broader business activities. Your commitment to these principles helps strengthen our mutual success and reinforces our collective responsibility towards society and the environment. We expect you to review this document carefully and integrate its principles into your daily operations with diligence. By working together with integrity and respect, we can continue to build strong, sustainable partnerships that contribute to long-term success for all.

Thank you for your dedication to ethical and responsible business practices.

Sincerely,

Thomas H. Rüegg
CEO BAUMANN Group

PURPOSE AND SCOPE

Purpose: The purpose of this code of conduct is to provide clear guidance to all business partners on the expected behaviors and standards of conduct. It ensures that our business relationships are built on integrity, respect, and compliance with all applicable laws, regulations, and industry standards.

Responsibility: Business partners are responsible for familiarizing themselves with the Code of Conduct of BAUMANN and ensuring that their business practices align with our principles. We expect our partners to uphold the highest ethical standards by conducting their operations with integrity, transparency, and accountability, fostering a culture of trust, fairness, and responsible business conduct.

Implementation: Beyond the individual responsibility to adhere to this Code of Conduct, BAUMANN encourages open dialogue and collaboration to ensure alignment with our ethical standards. We provide guidance and support to our business partners and expect them to communicate these principles within their own organizations and supply chains. To ensure compliance, BAUMANN reserves the right to conduct audits and assessments of business partners, either directly or through third parties, to verify adherence to this Code of Conduct.

Misconduct: Any violation of the Code of Conduct of BAUMANN will not be tolerated and may result in corrective measures, including the termination of business relationships. In cases of serious breaches, legal action may be taken. Business partners who become aware of any violations of this Code of Conduct are encouraged to report concerns confidentially via the SpeakUp® Line (see QR code).



Update: This code of conduct is reviewed and updated on a regular basis to ensure its relevance and effectiveness. Updates are communicated to business partners.

Language versions: The BAUMANN code of conduct is available in multiple languages to ensure accessibility and understanding among our stakeholders.

REGULATORY COMPLIANCE HOW WE RESPECT RULES

Human rights: We respect and uphold the fundamental human rights of all individuals, both within our organization and in the communities where we operate. This commitment includes, but is not limited to, prohibiting:

› Child labor: We adhere to a strict prohibition on the employment of children. Employees must be 15 years of age or older (or above the age limit set by local law) and we will not allow minors to be exposed to dangerous or harmful work.

› Human trafficking, slavery, and forced labor: We do not employ forced or compulsory labour and ensure that all employees work voluntarily and have the freedom to terminate employment with notice. No employee shall be forced to work against his/her will under any form of coercion, threat or physical or psychological violence.

We actively promote and protect human rights through our business practices and partnerships, addressing any risks or violations that may arise.

Compliance with other norms, rules, and laws: We are committed to complying with relevant laws, regulations, and industry standards in all aspects of our business. This includes labor laws, environmental regulations, product safety standards, employee health and safety standards and regulations and any other legal requirements applicable to our operations.

Minimum wages: We are committed to paying all employees fair and competitive wages that comply with applicable minimum wage laws and regulations. Any deviations from legal minimums are promptly rectified to ensure compliance and fairness.

Employee association and trade unions: We respect the right of free association of employees. We further commit to neither favor nor discriminate against members of employee organizations or trade unions.

ETHICAL BUSINESS PRACTICES HOW WE DO BUSINESS

Respect and trust: We value respect and trust as foundational elements of our workplace culture. This means treating colleagues, clients, and partners with dignity, fairness, and professionalism at all times, fostering an environment where diverse perspectives are respected and valued.

Transparency and accurate reporting: We ensure that all financial and non-financial information we create or report, including our sustainability report, is true, fair, and complete. As a family business, we are committed to transparency and accuracy, reflecting our values of trust and integrity in every aspect of our reporting.

Product safety and quality: We are committed to delivering safe, high-quality products that meet or exceed customer expectations. This means maintaining quality control standards throughout the manufacturing process, conducting regular inspections and tests, and continuously improving product quality and safety based on customer feedback and industry best practices.

Sustainability: We are committed to incorporating sustainable solutions into our operations, aligned with Environmental, Social, and Governance (ESG) principles. We acknowledge the urgent need to address climate change and are committed to reducing our greenhouse gas emissions. We encourage our employees, partners, and stakeholders to join us in these efforts, fostering a culture of sustainability throughout our organization.

Corruption and conflicts of interest: We have zero tolerance for any form of corruption like bribery or money laundering. Employees are expected to conduct all business dealings with honesty, integrity, and transparency. They must avoid any situation that may compromise the company's reputation or integrity. This includes avoiding situations where personal interests may conflict with the interests of the company or its stakeholders.

Gifts and hospitality: We prohibit accepting expensive gifts or hospitality from stakeholders to avoid any perception of bribery or conflict of interest. Modest, customary gifts may be accepted if they are transparent and do not influence business decisions. Employees should report any significant offers and seek guidance when in doubt to ensure compliance with our ethical standards.

Antitrust and fair competition: We compete fairly and ethically in the marketplace, avoiding any actions that may unfairly restrain trade or hinder competition. This includes refraining from engaging in price-fixing, bid rigging, market allocation, or any other anti-competitive practices.

Donations and sponsoring: We believe in giving back to the communities where we live and work through charitable donations and sponsorships. Our donations are made in accordance with our corporate values and strategic priorities, with a focus on supporting causes related to education, sports events, and environmental conservation.

CORPORATE CITIZENSHIP

HOW WE TREAT STAKEHOLDERS

Employees: We place employees at the core of our business, recognizing them as our most valuable asset. We are committed to providing opportunities for professional and personal development based on individual abilities, ensuring mutual growth for both our employees and the company.

Health and safety: We accept no compromises on the health and safety of our employees, customers, and communities. This means providing safe products, a safe working environment, following health & safety standards and regulations, conducting regular safety training and inspections, and promoting a culture of accident prevention.

Physical and mental integrity: We are committed to the physical and mental well-being of all employees. We maintain a zero-tolerance policy towards violence, harassment, mobbing, bullying and abuse, including any gestures, language, or physical

contact that is sexual, coercive, threatening, abusive, or exploitative.

Equal opportunities: We promote equal rights, opportunities and fair treatment for all employees and stakeholders, regardless of skin color, race, nationality, social background, disability, sexual orientation, political or religious beliefs, gender, or age. We do not tolerate any form of discrimination and actively engage against it within our sphere of influence.

Whistleblower protection: We have a whistleblower policy in place to protect employees who report suspected violations of laws, regulations, or company policies in good faith. This includes ensuring confidentiality, non-retaliation, and appropriate investigation of reported concerns.

INFORMATION PROTECTION

HOW WE TREAT ASSETS

Physical property: We expect all business partners to respect and safeguard the BAUMANN's physical assets, including buildings, equipment, and devices, to prevent misuse, damage, or loss. Responsible use of these resources is essential to fostering a productive and secure business relationship.

Patents and intellectual property: We respect the intellectual property rights of others and protect our own intellectual property. This means safeguarding proprietary information, respecting copyrights and trademarks, and seeking appropriate permissions when using third-party intellectual property.

Social media: We expect business partners to use social media responsibly, ensuring that any reference to or mention of BAUMANN is professional and does not harm the company's reputation. Personal social media should be kept separate from business communications.

Data protection: We respect the privacy of our stakeholders' personal information and are committed to protecting it from unauthorized access, use, or disclosure. This includes implementing robust data privacy policies and practices in compliance with applicable privacy laws and regulations.

Data security: We take the security of our data seriously and expect all business partners to safeguard confidential information and prevent unauthorized access or disclosure. This means following data security protocols, using secure communication channels, and reporting any security incidents or breaches to the Chief Information Security Officer (CISO) at ciso@baumann-group.com.

Information security: We prioritize the overall security of our information systems and networks, protecting against cyber threats, malware, and unauthorized access. This means implementing robust information security measures, such as encryption, access controls, and regular security audits.

VALUE CHAIN/ SUPPLY CHAIN

WHAT WE EXPECT FROM OUR BUSINESS PARTNERS

Sustainable business practices: We prioritize ethical sourcing, environmental sustainability, and social responsibility. Our business partners are expected to adhere to the same high standards that we set for ourselves, with a focus on environmental stewardship, labor rights, and community engagement. This means we select and monitor (regular audits) business partners based not only on cost and quality but also on their commitment to fair labor practices, environmental stewardship, and ethical business conduct.

Conflict minerals: We aim to avoid the use of conflict minerals in our products and supply chain.

Security standards: We aim to safeguard sensitive information and maintain trust across our operations. Business partners must uphold robust security standards, implement technical and organizational measures to protect confidential data, prevent misuse, and ensure regular audits and staff training in data protection and cybersecurity. We expect our business partners to proactively inform us of security incidents within their systems, and to report such incidents directly to our Chief Information Security Officer (CISO) at ciso@baumann-group.com.

BUSINESS PARTNER DECLARATION

The business partner declares herewith to share, respect and to apply the BAUMANN Code of Conduct as stated above.

Company name

Name and function of signee

Location and date

Signature

Company name

Name and function of signee

Location and date

Signature

Contact

BAUMANN Springs Ltd.
Fabrikstrasse 1
8734 Ermenswil
Switzerland
+41 55 286 81 11
info.ch@baumann-group.com