

CODE OF CONDUCT

For business partners

Table of contents

Foreword.....1

1. Corporate responsibility2

2. Environmental and climate protection4

3. Transparent business relationships and market conduct5

4. Protection of data, trade secrets and company assets6

5. Legal consequences of violations of the Kuhse Power Solution Code of Conduct.....7

Foreword

Part of corporate responsibility is to reconcile necessary economic business objectives with social and ecological aspects. This includes compliance with applicable laws, fundamental ethical values and sustainable action. The basic principles required for this are laid down as binding guidelines in this Code of Conduct. We wish and expect our business partners to also commit to these basic principles in their cooperation with us and to demand the same from their business partners.

1. Corporate responsibility

Sustainable economic action

Kuhse Power Solutions GmbH fulfills its corporate responsibility in the narrower sense first and foremost by acting in a sustainable economic manner. Economic stability, profitable management and moderate growth protect the legitimate interests of the company's capital providers, employees, customers, suppliers and all other business partners and creditors.

Customer satisfaction

We live from our customers. The fulfillment of their needs in highest quality, highest reliability and technical-economical competitiveness is our central goal. In return, we expect their respect and compliance with their own obligations to us.

Duty of care to our employees

Our employees are our most important and valuable assets in achieving our corporate goals. For their performance, especially towards our customers, they deserve our collective and individual care.

In addition, the overarching themes of corporate responsibility are binding for ourselves and our business partners.

Human Rights

Kuhse Power Solutions GmbH and its business partners are required to comply with all internationally proclaimed human rights and to avoid human rights violations. Increased attention is paid in particular to the observance of the human rights of particularly vulnerable rights holders. Slavery, servitude, forced and compulsory labor or human trafficking are neither used nor contributed to. No employees are hired who cannot demonstrate a minimum age of 15 years. In countries that fall under the developing country exception, the minimum age may be reduced to 14. Furthermore, no employees are hired for risky activities who cannot demonstrate a minimum age of 18.

Equal opportunities, equal treatment and non-discrimination

No one will be discriminated against regardless of origin, skin color, gender, religion, ideology, age, disability, sexual orientation, political attitude, insofar as this is based on democratic principles and tolerance of those who think differently, or other legally protected characteristics, insofar as this does not conflict with mandatory law. This includes gestures, language and physical contact that are sexual, coercive, threatening, abusive or exploitative. Inappropriate treatment of workers will not be tolerated.

Freedom of association

All employees are granted the basic right to form or join trade unions and employee representative bodies. There is the right to participate in collective bargaining. Members of employee organizations or trade unions shall be neither favored nor disfavored. For rights restricted by law, alternative and legally compliant options of a similar nature shall be promoted.

Workplace and working hours

We ourselves and our business partners comply with the respective applicable legal requirements for safety in the workplace. We support the further development and improvement of working conditions. National legal requirements regarding working hours correspond at least to the minimum standards of the respective economic sectors. Appropriate remuneration is paid in compliance with all applicable pay and remuneration regulations, in particular with regard to minimum wages. If there are no statutory or collectively agreed regulations, remuneration shall be based on the industry-specific, locally customary, collectively agreed remuneration and benefits that ensure an adequate standard of living for the employees and their families. In accordance with applicable legal and international standards relating to health and safety at work and safe working conditions, care shall be taken. Furthermore, it shall be ensured through training, etc., that all employees are adequately trained in the topics of health and safety at work. Furthermore, an appropriate health and occupational safety management system must be established and applied.

Product safety

All applicable product safety regulations and specifications, as well as the legal requirements concerning safety, the labeling and packaging of products and the use of hazardous substances and materials must be observed.

Responsible handling of raw materials and raw material supply chains

Appropriate measures shall be taken to avoid the use in products of raw materials that originate from conflict and risk areas and contribute to human rights violations, corruption, the financing of armed groups or similar negative impacts. To this end, due diligence for a responsible supply chain for raw materials (e.g. tin, tantalum, tungsten, gold, cobalt) is fulfilled. Improving transparency within our own supply chain up to raw material extraction and initiating appropriate measures to reduce the risk of serious human rights violations is carried out continuously. We ourselves and our business partners avoid the use of raw materials originating from smelters and refineries that do not comply with the requirements of the OECD Guidance on Due Diligence in the Supply Chain of Mineral Resources from Conflict and High-Risk Areas. Upon request of Kuhse Power Solutions GmbH, information on the smelters and refineries used by the supplier or sub-supplier shall be provided.

2. Environmental and climate protection

Compliance with legal requirements

The business partners of Kuhse Power Solutions GmbH comply with all legal requirements for the protection of the environment and sustainability and assume responsibility with regard to environmental protection issues.

Energy and resource efficiency

Natural resources are used sparingly and environmental impacts in production processes and products are minimized. A contribution is to be made to reducing energy consumption and CO2 emissions.

Creation and application of environmental management systems

Continuous improvement in environmental performance is sought and action is taken in accordance with applicable legal norms and international standards relating to the environment. For this purpose, appropriate environmental management systems are implemented to minimize pollution and continuously improve environmental protection.

3. Transparent business relationships and market conduct

Fair and free competition, antitrust law and intellectual property

Applicable antitrust laws are complied with. Anti-competitive agreements with competitors, suppliers or customers as well as the abuse of a possibly existing dominant market position are to be refrained from. Participation in price agreements, sharing of markets or customers, market or supply agreements shall be avoided. Intellectual property is respected as a matter of principle. The provision of business data and the reporting on business activities shall be truthful. This shall be done in accordance with the applicable laws.

Export control

We ourselves and our business partners ensure compliance with all applicable laws for the import and export of goods, services and information. The applicable export control and customs regulations must be complied with.

Prohibition of corruption and dealings with authorities

Any form of corruption and bribery will not be tolerated. It must be ensured that employees, subcontractors or representatives do not grant, directly or indirectly offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to customers, public officials or other third parties. This also includes so-called "facilitation payments" (e.g. illegal payments to expedite routine administrative matters). Influencing official actions or achieving unfair competition as well as acceleration measures are to be refrained from. We ourselves and our business partners comply with the strict legal requirements in our dealings with governments, authorities and public institutions and observe the respective legal requirements when participating in public tenders.

Conflicts of interest and money laundering

Both internally and towards Kuhse Power Solutions GmbH, all conflicts of interest that could influence business relationships are avoided and/or disclosed. Already at the appearance of such conflicts of interest, these are to be omitted. Business relations are only maintained with those business partners whose integrity is given. Care must be taken to ensure that the applicable legal provisions against money laundering or terrorist financing are neither directly nor indirectly violated.

Consultants and intermediaries as well as gifts, hospitality and invitations

Consultants or intermediaries shall only be engaged in accordance with applicable laws. Particular care shall be taken to ensure that the remuneration paid to consultants or intermediaries is only paid for consulting and intermediary services actually rendered and that the remuneration is commensurate with the service rendered. Advantages in the form of gifts, hospitality or invitations to exert undue influence are neither directly nor indirectly offered or accepted. Nor do business partners solicit any such inappropriate advantages from us.

The only exceptions to this rule are small amounts of hospitality required in the course of joint activities or business trips.

4. Protection of data, trade secrets and company assets

Privacy

All applicable laws concerning the protection of personal data of employees, customers, suppliers and other data subjects shall be observed. Personal data shall be processed confidentially and responsibly, the privacy of all shall be respected, and assurance shall be given that personal data is effectively protected and used only for legitimate purposes.

Dealing with company assets

The tangible and intangible assets of Kuhse Power Solutions GmbH are respected. These will not be used for unfair or non-business purposes. It must be ensured that employees as well as any third parties used within the scope of the business relationship (such as subcontractors or representatives) neither damage nor misuse the assets of Kuhse Power Solutions GmbH - i.e. against the interests of Kuhse Power Solutions GmbH. The know-how as well as patents, trade and business secrets of Kuhse Power Solutions GmbH and third parties are respected. Such information will not be disclosed to third parties without express written consent.

Security of the international supply chain

The business partners of Kuhse Power Solutions GmbH are requested to ensure that the operating sites and handling locations where the goods intended for Kuhse Power Solutions GmbH are produced, stored, processed, loaded and transported are protected against unauthorized access by third parties within the framework of a secure supply chain. The personnel employed shall also be selected with regard to reliability. Reasonable efforts shall be made to ensure that subcontractors and other business partners comply with the basic principles of this Code of Conduct.

5. Legal consequences of violations of the Kuhse Power Solution Code of Conduct

In case a business partner of Kuhse Power Solutions GmbH does not comply with the basic principles laid down in this Code of Conduct, Kuhse Power Solutions GmbH reserves the right to terminate the business relationship with him by extraordinary notice.

In order to avoid such consequences and to take alternative measures instead, the business partners are requested to credibly assure that countermeasures will be initiated immediately to avoid future violations. If requested by Kuhse Power Solutions GmbH, these measures are to be shown and Kuhse Power Solutions GmbH reserves the right to check compliance with the requirements on site in individual cases.

This Code of Conduct therefore becomes an integral part of all supply contracts.

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