



CODE OF CONDUCT

WITH INTEGRATED QUSS POLICY



FOR B-SAFETY GMBH AND B-LITE GMBH

IN ACCORDANCE WITH OUR MANAGEMENT MANUAL | CHAPTER 3000MH | EDITION NO. 5

1. PREAMBLE

As medium-sized companies with an international focus, B-SAFETY GmbH and b-lite GmbH are committed to acting in an ethical, legally compliant, and sustainable manner.

Our QUSS policy—consisting of principles on quality, environmental protection, safety, and security—is an integral part of our corporate culture. It guides us in the manufacture of safe products, in careful use of resources and in our daily conduct toward customers, partners, and employees. We expect the same behavior from all our suppliers. We also require our employees to observe these principles and integrate them into the corporate culture.

2. INTEGRITY AND LEGALLY COMPLIANT CONDUCT

- ✓ We are committed to complying with all applicable national and international laws, in particular human rights, ILO labor standards, and the UN Guiding Principles for Business and Human Rights.
- ✓ Corruption, bribery, tax or environmental crime will not be tolerated in any form.
- ✓ Our accounting, business processes and decision-making are transparent, correct, and verifiable.

3. WORKING CONDITIONS AND HUMAN RIGHTS

- ✓ Child labor is not tolerated. No employee is under the age of 16.
- ✓ Forced labor and exploitation are prohibited—both internally and among our suppliers.
- ✓ All employees receive written employment contracts that meet legal standards.
- ✓ Working hours: max. 39.5 hours/week, compliance with rest periods, refusal of overtime, regular vacation entitlement is provided and encouraged.
- ✓ Safe, healthy, and drug-free working environment – including company medical care.
- ✓ No discrimination, no political or religious propaganda in the workplace.
- ✓ Freedom of association and co-determination rights are respected.
- ✓ Diversity, inclusion and equal opportunity are fundamental principles.

4. QUSS POLICY – QUALITY, ENVIRONMENT, SAFETY, SECURITY

Our QUSS policy describes four key areas of action:

- ✓ **QUALITY:** Our products and services are geared to the expectations of our customers. Individual advice, customer-oriented system solutions and on-time delivery are at the heart of our commitment.
- ✓ **ENVIRONMENTAL PROTECTION:** We reduce emissions, avoid waste, promote environmentally friendly technologies, and optimize the use of resources. We avoid environmental pollution and comply with the necessary laws and obligations. We continuously improve our performance within the framework of our EMS.
- ✓ **SAFETY:** We ensure safe workplaces, product-safe manufacturing (e.g., emergency showers), and comply with all relevant regulations. All employees receive regular training on operational and occupational safety. Our equipment and workplaces are regularly inspected and evaluated.

- ✓ **SECURITY:** We protect our IT systems, company buildings, and confidential information from unauthorized access.

WThe QUSS objectives are reviewed annually in the management review and continuously improved. The QUSS policy and our code of conduct have been made known to all employees.

5. CUSTOMER AND PRODUCT RESPONSIBILITY

- ✓ We guarantee high safety and quality standards for all products.
- ✓ Customers benefit from customized solutions, flexibility, and short delivery times.
- ✓ Our communication is honest, factual, and transparent.

6. HANDLING OF INFORMATION AND DATA PROTECTION

- ✓ We protect personal data in accordance with the GDPR.
- ✓ Trade secrets and intellectual property are respected.
- ✓ IT systems are used securely and responsibly.

7. CONDUCT IN THE SUPPLY CHAIN

- ✓ Our partners are obliged to adhere to the values of this Code.
- ✓ Human rights and environmental standards are key criteria in the selection of suppliers.
- ✓ We support our business partners in implementing legal due diligence obligations.

Our suppliers are obliged to provide regular evidence of this and are evaluated and reviewed on the basis of for completeness.

8. IMPLEMENTATION, MONITORING, AND FURTHER DEVELOPMENT

- ✓ This Code is part of our integrated management system.
- ✓ In the annual management review, goals for QUSS, codes of conduct, and compliance are evaluated and adjusted.
- ✓ Changes are communicated and documented.
- ✓ Any indications of violations can be reported internally and confidentially.

9. CONTACT AND WHISTLEBLOWER SYSTEM

Questions or comments regarding the Code of Conduct can be directed to:

COMPLIANCE / MANAGEMENT

- ✉ qm-compliance@b-safety.com
- ✉ qm-compliance@b-lite-gmbh.com
- ☎ +49 (0)40 53 80 92-70

10. FINAL DECLARATION

B-SAFETY GmbH and b-lite GmbH regard this Code of Conduct as a binding guideline for responsible behavior toward employees, partners, customers and society.