

CODE OF CONDUCT

FOR SUPPLIERS AND BUSINESS
PARTNERS OF THE JUMO GROUP

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1. SCOPE OF THIS CODE OF CONDUCT

This Code of Conduct applies to all external parties such as suppliers, subcontractors, service providers and other business partners ("suppliers and business partners") of all branches and business units of JUMO GmbH & Co.KG including all of its subsidiaries worldwide ("JUMO Group/JUMO/We").

1.1 BASIC UNDERSTANDING

This Code of Conduct is based on a shared fundamental understanding of socially responsible corporate governance. For our suppliers and business partners, this means assuming responsibility by considering the technological, social, and ecological consequences of their business decisions and actions and achieving an appropriate balance of interests. Our suppliers and business partners voluntarily contribute, within the scope of their capabilities and scope of action, to the well-being and sustainable development of global society in the countries and regions in which they operate.

This Code of Conduct is based on (national) legal regulations and internationally recognized conventions or documents.

The provisions contained herein form the basis for all future deliveries from the supplier to JUMO, meaning they apply alongside any other contractual provisions (e.g., the provisions of a supply contract) applicable in connection with the respective delivery.

1.2 LEADERSHIP AND ALLOCATION OF RESPONSIBILITIES

Compliance is a responsibility for all suppliers and business partners within our group. The respective management teams ensure that the established standards are implemented throughout their company and shared with their employees, customers, and suppliers.



2. CORPORATE RESPONSIBILITY

2.1 COMPLIANCE WITH LEGISLATION

Our suppliers and business partners comply with all relevant laws and regulations of the countries in which they operate. In situations, where mandatory local law directly conflicts with the principles of this Code of Conduct, we give priority to local law.

2.2 PROHIBITION OF CORRUPTION, BRIBERY, FRAUD AND BLACKMAIL

Our suppliers and business partners do not tolerate corruption, bribery, fraud or blackmail, as these prevent fair competition.

Gratuities that are intended, or could appear to be intended, to influence business decisions or to obtain any other improper advantage will neither be promised, offered, granted, requested, or accepted, nor will they be promised. A particularly strict benchmark is applied when dealing with persons subject to special criminal and liability law provisions (e.g., public officials).

2.3 AVOIDING CONFLICTS OF INTEREST

Conflicts of interest arise when employees have personal or private interests that compromise the integrity, independence, and efficiency of their duties. We expect our suppliers and business partners to adhere to the highest ethical standards. We encourage our suppliers and business partners to immediately and fully report any current or potential conflicts of interest to us, even if there is only the appearance of such a conflict of interest.



2.4 FAIR COMPETITION

Our suppliers and business partners act in compliance with national and international competition and antitrust laws and shall not participate in price, market and supply agreements or in the allocation of markets or customers.

2.5 PREVENTING MONEY LAUNDERING

Our suppliers and business partners comply with their legal obligations to prevent money laundering and do not participate in transactions that serve to conceal or integrate criminal or illegally acquired assets.

2.6 RESPONSIBLE INFORMATION MANAGEMENT

Our suppliers and business partners protect and respect all confidential information and intellectual property. Technology and know-how transfers must be conducted in a manner that protects intellectual property rights and customer information, business secrets, and non-public information. Applicable business secret laws will be observed.



3. SOCIAL RESPONSIBILITY

3.1 HEALTH AND SAFETY OF EMPLOYEES

Our suppliers and business partners protect and promote the health of their employees by implementing appropriate health and safety measures that should adequately cover the following topics:

- Compliance with applicable laws and alignment with international standards regarding occupational health and safety;
- Appropriate workplace design, safety regulations, and provision of appropriate personal protective equipment;
- Actively promoting employee well-being, satisfaction, and health;
- Implementation of preventive controls, emergency procedures, an accident reporting system, and other appropriate measures for continuous improvement;
- Providing employees with access to sufficient drinking water and clean sanitary facilities.

Adequate training on health and safety issues should be ensured for all employees.

3.2 WORKING CONDITIONS

Our suppliers and business partners respect and support internationally recognized human rights, as well as the respect for the personal dignity, privacy, and personality rights of every individual. They protect and guarantee the right to freedom of expression and do not tolerate unacceptable treatment of employees, such as physical and psychological harshness, sexual and personal harassment, or discrimination.

The employees of our suppliers and business partners should be able to raise concerns about the situation in the workplace without fear of repression or job loss.



3.3 REMUNERATION AND WORKING HOURS

Our suppliers and business partners comply with applicable laws and, where applicable, existing, binding collective bargaining agreements when compensating their employees, supplemented by relevant national minimum wage laws to ensure a living wage.

All suppliers and business partners comply with all applicable laws and (international) labor standards regarding maximum permissible working hours. Furthermore, it should be ensured that:

- Working hours, including overtime, do not exceed the respective legally permissible maximum limits;
- Weekly working hours, including overtime, do not exceed 60 hours, even in exceptional cases, if such provisions are missing;
- Employees have at least one full day off per calendar week.

3.4 PROHIBITION OF CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING

Our suppliers and business partners do not tolerate child labor and do not hire employees who are under 15 years of age. They are required to provide proof of age before starting employment. In countries that fall under the developing country exception under ILO Convention No. 138, the minimum age may be reduced to 14. No employees will be hired for dangerous work who are under 18 years of age under ILO Convention No. 182.

Forced labor, modern slave labor, or similar deprivation of freedom are prohibited. All work must be voluntary, and there must be an option to terminate the employment relationship.

3.5 SOCIAL DIALOGUE

Our suppliers and business partners respect their employees' rights to freedom of association and assembly, as well as to collective bargaining, to the extent that this is legally permissible and possible in the country in which they operate. If not, they seek appropriate compromises for their employees.

3.6 DIVERSITY, EQUALITY AND INCLUSION

Our suppliers and business partners promote equal opportunities and do not tolerate discrimination. They treat all people equally, regardless of gender, age, skin color, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology, or other personal characteristics.

4. ECOLOGICAL RESPONSIBILITY

4.1 ENERGY CONSUMPTION AND GREENHOUSE GASES

We expect from our suppliers and business partners to use energy-efficient processes and systems and to continuously improve their energy performance. We expressly welcome the conduct of energy audits and the implementation of (certified) energy management systems.

Our suppliers and business partners should actively participate in climate protection activities and the sustainable reduction of their greenhouse gas emissions. They should record their CO₂ emissions and set ambitious CO₂ reduction targets. They should comply with the applicable environmental regulations in their respective countries, which they consider to be minimum standards in their (certified) environmental protection management.

4.2 WATER

Our suppliers and business partners handle water resources with care. Freshwater consumption and wastewater volumes are reduced to a necessary minimum. Particularly in areas with water scarcity, attention must be paid to water conservation, the appropriate handling of water-polluting substances, ensuring water quality, and reducing water consumption.

4.3 RAW MATERIALS, CHEMICALS AND WASTE

Our suppliers and business partners act in compliance with applicable laws and are expected to align with international standards to minimize negative environmental impacts and continuously improve their activities for environmental protection. Our suppliers and business partners handle all raw materials and resources carefully and continuously improve their resource efficiency. Hazardous substances are handled responsibly, and chemicals are used as sparingly as possible. Operational waste is reduced to a minimum and disposed of properly.

4.4 HANDLING OF HAZARDOUS SUBSTANCES

Our suppliers and business partners pay attention to the Minamata Convention, which regulates the manufacture of mercury-containing products, the use of mercury and mercury compounds in manufacturing processes, and the treatment of mercury waste. Furthermore, the regulations governing the manufacture and use of chemicals under the Stockholm Convention, particularly for persistent organic substances (POPs), are observed. The regulations for environmentally friendly handling, collection, storage, and disposal of waste, as well as for the prevention of export of hazardous waste to countries without adequate disposal infrastructure, are complied with, as also prescribed by the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal.

The supplier ensures that the products he supplies fully comply with the requirements of Directive 2011/65/EU ("RoHS") and Regulation (EC) No. 1907/2006 ("REACH"), as amended. Information on substances on the SVHC Candidate List must be proactively communicated in accordance with Article 33 of the REACH Regulation.

Information on other international material compliance directives/regulations/laws (e.g., TSCA, California Proposition 65, etc.) must be provided upon request, unless already contractually agreed, within 30 days at the latest.

4.5 PRODUCT USE AND END OF PRODUCT LIFE

We expect our suppliers and business partners to continuously increase their use of sustainable materials and integrate circular economy principles into their business processes. While maintaining economic considerations, resource-saving, recyclable, and environmentally friendly raw materials should be used, and production processes should be optimized to reduce waste and emissions. The increased use of recycled or environmentally friendly materials and the reuse of products contribute to conserving natural resources. All products should be disposed of properly at the end of their life cycle so that the raw materials they contain can be reintroduced into the production process.



5. SUSTAINABLE PROCUREMENT

5.1 SOCIAL PRACTICES IN THE UPSTREAM SUPPLY CHAIN

Our suppliers and business partners value responsible procurement and ensure that their own suppliers also adhere to social and ethical standards. They are expected to ensure transparency regarding working conditions in their supply chains.

They are also expected to actively participate in conducting regular risk analyses and individual supplier audits. If human rights violations become known, we expect proactive participation in preventive and remedial measures through concrete actions and timelines to eliminate the violations and prevent future occurrences.

5.2 ENVIRONMENTAL PRACTICES IN THE UPSTREAM SUPPLY CHAIN

Our suppliers and business partners value responsible procurement and ensure that their own suppliers also comply with environmental standards. They are expected to achieve transparency regarding the environmental impacts of their supply chains.

They are also expected to actively participate in conducting regular risk analyses and individual supplier audits. If environmental violations become known, we expect proactive participation in preventive and remedial measures through concrete actions and timelines to eliminate the violations and prevent them from occurring in the future.

5.3 HANDLING CONFLICT MATERIALS

All suppliers and business partners carefully examine the origin of conflict minerals in their products to prevent human rights violations, corruption, and the financing of armed groups or similar.



6. IMPLEMENTATION, MONITORING AND IMPROVEMENT

6.1 TRAINING

Our suppliers and business partners should train their employees on the contents of this Code of Conduct.

6.2 IMPLEMENTATION

Our suppliers and business partners should make appropriate and reasonable efforts to continuously implement the principles and values described in this Code of Conduct.

6.3 CONTROLS

Controls and audits of suppliers and business partners should be conducted in the mutual interest. We therefore rely on voluntary support in the interests of a long-term business relationship.

6.4 SANCTIONS FOR VIOLATIONS

In the event that a supplier or business partner violates the principles of this Code of Conduct, we will respond consistently and promptly, depending on the nature, extent, and severity of the violation, to ensure the sustainable remediation of the violation. The supplier or business partner in question will be given a reasonable period of time to remedy the violation. In the case of persistent, repeated, or serious violations, a temporary suspension of the business relationship or, as a last resort, termination of the business relationship is conceivable.



6.5 REVIEW MECHANISM AND UPDATE

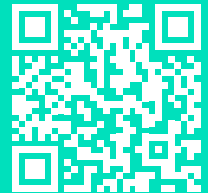
We undertake to review this Code of Conduct regularly – but at least once per calendar year – or as and when necessary to ensure it is up-to-date and complete, and to improve it if necessary.

6.6 WHISTLEBLOWER SYSTEM AND COMPLAINTS PROCEDURE

We provide our suppliers and business partners with access to a protected mechanism for confidentially reporting potential violations of the principles of this Code of Conduct. We encourage our suppliers and business partners to implement their own whistleblowing system within their business area.

If you have any information, please contact us directly or anonymously:

Link: meldung-verhaltenskodex.jumo.info
or
Phone: +49 69 99998839 (Monday to Friday: 09:00 to 17:00)



Fulda, April 2025

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