



CODE OF CONDUCT

JUMO GROUP

PREFACE FROM THE MANAGEMENT

We have had shared values in our company since it was founded in 1948. They are the basis of our decision-making.

The pillars of our company are humanity, responsibility, and commitment. These 3 core values characterize our company and how we deal with our customers, business partners, suppliers, and employees.

The JUMO Code of Conduct contains guidelines for complying with national and international laws, regulations, and ethical conduct. We hereby lay the foundations for continued successful collaboration, and for the sustainable development of our company.

The rules stated here are available to our customers and business partners. Compliance is a task that is relevant for all employees in our corporate group. Therefore, in addition to their role serving as a role model, managers must also ensure that employees in their area of responsibility are familiar with the Code of Conduct and adhere to it bindingly.

Whenever we become aware of a violation against this Code of Conduct, company policies, or the law, we take action to resolve the problem and prevent similar violations in the future. In each individual case, both corrective and sanction measures are considered. Corrective measures may include further preventative measures such as training or counseling. And – where necessary and appropriate – JUMO can also, as an employer, apply disciplinary measures under labor law. JUMO's management not only declares its clear commitment and dedication to compliance in this Code of Conduct. It implements this in accordance with the "Tone from the Top" principle by acting and making decisions in an exemplary manner in its daily work in accordance with the Code of Conduct.

JUMO's management ensures that the defined standards are implemented in the entire corporate group and put into practice with our employees, customers, and suppliers.

Fulda, March 2025

TABLE OF CONTENT

1. Scope of this Code of Conduct	4
1.1 Basic understanding	
1.2 Governance and allocation of responsibilities	
2. Corporate responsibility	5
2.1 Compliance with legislation	
2.2 Integrity and compliance	
2.3 Prohibition of corruption, bribery, fraud and blackmail	
2.4 Avoiding conflicts of interest	6
2.5 Handling hospitality, gifts and other benefits	
2.6 Handling donations and sponsorships	7
2.7 Fair competition	
2.8 Preventing money laundering	
2.9 Responsible information management	
2.10 Data protection	
2.11 Export control	
3. Social responsibility	8
3.1 Health and safety of employees	
3.2 Working conditions	
3.3 Remuneration and working hours	9
3.4 Career management and training	
3.5 Prohibition of child labor, forced labor and human trafficking	
3.6 Social dialogue	10
3.7 Diversity, equality and inclusion	
4. Ecological responsibility	11
4.1 Energy consumption and greenhouse gases	
4.2 Water	
4.3 Resources, chemicals and waste	
4.4 Product use and end of product life	12
5. Sustainable procurement	13
5.1 Supplier social practices	
5.2 Supplier environmental practices	
5.3 Handling conflict materials	
6. Monitoring and improvement	16
6.1 Training	
6.2 Implementation	
6.3 Reporting	
6.4 Disciplinary measures for violations of the guidelines	
6.5 Review mechanism and update	17
6.6 Whistleblower system and complaints procedure	

1. SCOPE OF THIS CODE OF CONDUCT

This Code of Conduct applies to all branches and business units of JUMO GmbH & Co. KG, including all of its subsidiaries worldwide ("JUMO Group/JUMO/We").

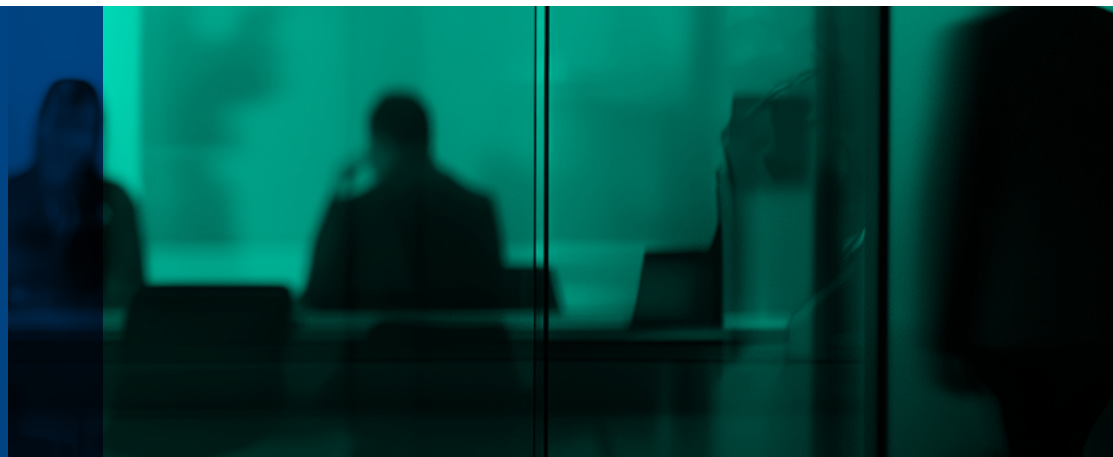
1.1 BASIC UNDERSTANDING

This Code of Conduct is based on a joint basic understanding of socially responsible corporate governance. For JUMO, this means that it takes responsibility by considering the consequences of its corporate decisions and actions as regards the economy, technology, society, and the environment, and balances out interests appropriately. Within the scope of its capabilities and possibilities for action, JUMO voluntarily contributes to the benefit and sustainable development of global society in the countries and regions we operate in.

1.2 GOVERNANCE AND ALLOCATION OF RESPONSIBILITIES

Compliance is a task that is relevant for all employees in our corporate group. Therefore, in addition to their role serving as a role model, managers must also ensure that employees in their area of responsibility are familiar with the Code of Conduct and adhere to it bindingly.

JUMO's management ensures that the defined standards are implemented in the entire corporate group and put into practice with our employees, customers, and suppliers.



2. CORPORATE RESPONSIBILITY

2.1 COMPLIANCE WITH LEGISLATION

Complying with the applicable laws and other legislation in the countries in which we operate is a matter of course to us. If the local laws and regulations are less restrictive, our actions are based on the principles of this Code of Conduct. In cases where there is a direct contradiction between mandatory local law and the principles in this Code of Conduct, local law has priority. We strive, however, for the content of this Code of Conduct to be complied with.

2.2 INTEGRITY AND COMPLIANCE

The topics of integrity and compliance are of great importance to JUMO. Compliance means observing legal requirements, regulatory standards, voluntary commitments, and internal guidelines. Our goal is integrity and legal compliance by every individual and every business unit.

JUMO employees should also live up to this standard. These are also the standards we apply when dealing with our business customers, suppliers, and other partners on equal terms.

Our actions are guided by the principles of the UN Global Compact.

2.3 PROHIBITION OF CORRUPTION, BRIBERY, FRAUD AND BLACKMAIL

We do not tolerate corruption, bribery, fraud or blackmail; they prevent fair competitive conditions.

Gratuities linked to an intention – or which could give the appearance of this intention – to influence business decisions or to create another type of advantage that is not permitted are not promised, offered, granted, demanded, or accepted in our business relationships, and we do not accept promises of these ourselves.

A particularly strict benchmark is applied when dealing with people for whom particular regulations pertaining to criminal and liability law apply (e.g. public officials).



2.4 AVOIDING CONFLICTS OF INTEREST

Conflicts of interest arise when employees have personal or private interests that interfere with the performance of their duties with integrity, independence, and focus. Our expectation is that we and all employees will adhere to the highest ethical standards. Every employee is obligated to report actual or potential conflicts of interest, even if only the appearance of such a conflict of interest could arise, to the direct manager immediately and to the fullest extent without being asked.

Our goal is to avoid any form of conflict of interest or to actively take appropriate countermeasures if possible conflicts of interest become known.

Conflicts of interest may be personal, financial, or arise due to misuse of position in the company as well as of company property or company funds. Personal conflicts of interest include any benefit to oneself, one's family, relatives, friends, or acquaintances. Financial conflicts of interest arise from business activities with friends and relatives (i.e. transactions of all kinds in which employees or their family members pursue a personal financial interest). Conflicts arise from the misuse of position in the company as well as of company property or company funds when employees or their family members receive improper personal benefits because of their position in the company.

Economic involvement with competitors or business partners (customers or suppliers) is not permitted. If employees with close relatives (spouse, partner, parents, siblings, and children) are employed in the same department, this must be verifiably disclosed to the direct supervisor.

2.5 HANDLING HOSPITALITY, GIFTS AND OTHER BENEFITS

Our employees must maintain the highest integrity when dealing with hospitality, gifts, and other benefits.

All benefits must comply with applicable laws and internal company regulations.

Gifts or invitations may only be accepted or given if they are appropriate, transparent, and not likely to unduly influence business decisions. Cash gifts or vouchers with the option of cash payment are always prohibited.

The receipt and giving of gifts are only possible – if at all – within the framework permitted by national tax law. The applicable (national) law, this Code of Conduct, and, where applicable, other internal company rules apply. Provided the relevant requirements are met, courtesies of small value that are customary in the local and national context, such as hospitality within the framework of business practice, are permitted.

2.6 HANDLING DONATIONS AND SPONSORSHIPS

Donations and sponsorships must be transparent, accountable, and consistent with corporate values and applicable laws.

Donations may only be made for charitable purposes, without expectation of any commercial consideration.

The granting of sponsorship must not lead to undue influence on the decisions of the sponsored party or third parties; rather, the sponsorship must be based on a legitimate business connection.

2.7 FAIR COMPETITION

We act in accordance with national and international competition and cartel law and are not involved in price fixing, sharing of markets, and do not enter into agreements regarding customers, markets, or bids (rigging).

2.8 PREVENTING MONEY LAUNDERING

Money laundering is the process whereby money generated illegally or illegally obtained assets are fed into the legal financial and economic cycle. We fulfil our legal obligations on preventing money laundering and do not enter into transactions which serve to conceal or integrate criminal or illegally obtained assets.

2.9 RESPONSIBLE INFORMATION MANAGEMENT

We strive to protect confidential information and respect intellectual property. Technology and expertise must be transferred such that intellectual property rights, customer information, business secrets, and non-public information are protected. We observe the applicable laws on protecting business secrets and treat confidential information from our business partners in line with this.

2.10 DATA PROTECTION

We process, store, and protect personal data in line with the legal regulations. This means personal data is collected confidentially and transparently, only for lawful purposes specified in advance. We only process personal data when it is protected against loss, modification, and impermissible use or disclosure through appropriate technical and organizational measures.

2.11 EXPORT CONTROL

We commit to complying with the relevant legal norms for export control – especially authorization requirements, export and support bans – as part of the shipment and export of our goods. More detailed specifications are described in an internal guideline.

3. SOCIAL RESPONSIBILITY

3.1 HEALTH AND SAFETY OF EMPLOYEES

We safeguard and promote the health of our employees by taking suitable health and safety measures which cover the following topics appropriately:

- Compliance with applicable laws and orientation towards international standards such as ILO labor and social standards, SA 8000 Social Accountability or ISO 45001 Occupational Health and Safety Management System with regard to health and safety at work;
- Suitable workplace design, safety regulations, and provision of suitable personal protective equipment;
- Active promotion of wellbeing, satisfaction, and health of employees through preventive, holistic operational health management;
- Implementation of preventive checks, emergency measures, an accident reporting system, and other suitable measures for continual improvement;
- Facilitating access to drinking water in sufficient quantities, as well as access to clean sanitary facilities for employees.

We ensure that all our employees are instructed as applicable. Our goal is to achieve zero work-related accidents in our company.

3.2 WORKING CONDITIONS

JUMO is reliable. It cultivates an open communicative atmosphere based on trust and solves conflict in line with consensus. We expect and give each other regular, honest, and constructive feedback.

We encourage an atmosphere that enables us to ensure that employees can talk about concerns regarding the workplace directly to managers or the management of the company without fear of repression or losing their job. Collaboration is shaped by the following values:

- Mutual respect
- Upholding the personal dignity, privacy, and personal rights of each individual
- No tolerance of discrimination
- Promotion of teamwork and group work
- Mutual support during work
- Support with the individual further development of employees

We heed and support compliance with internationally recognized human rights and respect the personal dignity, privacy, and personal rights of each individual. We protect and grant the right to free speech and freedom of expression and do not tolerate the unacceptable treatment of employees, such as physical and mental abuse, sexual or personal harassment, or discrimination.

3.3 REMUNERATION AND WORKING HOURS

Remuneration is based on the applicable laws as well as any existing, binding collective bargaining agreements, and is supplemented by the applicable, relevant, national legislation on minimum pay. Employees are clearly and regularly informed in detail about the composition of their pay.

We comply with laws and (international) labor standards regarding maximum permissible working hours, and ensure that

- working hours, including overtime, do not exceed the applicable legally permitted limits;
- the weekly working hours, including overtime, are no more than 60 hours even in exceptional cases, in so far as no such provisions have been provided;
- employees have at least one whole day free each calendar week.

3.4 CAREER MANAGEMENT AND TRAINING

JUMO places great importance on the continuous development and advancement of its employees. Our career management aims to identify and specifically promote individual talents to achieve both personal and professional growth goals.

We offer comprehensive training and education programs aimed at expanding the skills and knowledge of our employees and preparing them for future challenges. These programs are designed to support career development and enable employees to fulfill their roles effectively and with a high level of competence.

Our managers, for example, are encouraged to provide regular feedback and to work with employees to create development plans tailored to their strengths and interests. Our goal is to foster a culture of learning and innovation in which all employees are encouraged to acquire new skills and actively shape their careers.

3.5 PROHIBITION OF CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING

We do not tolerate child labor. We do not employ any persons who cannot prove they are at least 15 years of age, and we ensure proof of age is shown to us. In countries which are subject to the exception for developing countries in accordance with ILO Convention No. 138, the minimum age can be reduced to 14. We do not employ any persons for dangerous work who cannot prove they are at least 18 years of age in accordance with ILO Convention No. 182. Forced labor, modern slavery, or comparable measures which restrict freedom are forbidden. All work must be voluntary and there must be the possibility to be able to end the employment relationship.

3.6 SOCIAL DIALOGUE

We respect the right of workers to the freedom of coalition, freedom of assembly, as well as collective bargaining negotiations, insofar as this is legally permitted and possible in the applicable country in which we operate. If this is not permitted, we will look for appropriate compromises for our employees. Our goal is an ongoing dialogue at eye level to safeguard the interests of all parties involved.

3.7 DIVERSITY, EQUALITY AND INCLUSION

We promote equal opportunities and do not tolerate discrimination. We treat everyone equally, regardless of gender, age, skin color, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology, or other personal characteristics. Our goal is to create a working environment characterized by respect, diversity, and inclusion.



4. ECOLOGICAL RESPONSIBILITY

This Code of Conduct forms the basis of our environmental responsibility. Detailed specifications and objectives are described in detail in internal guidelines.

4.1 ENERGY CONSUMPTION AND GREENHOUSE GASES

We rely on energy-efficient processes and systems in both our processes and our procurement. As part of our energy management, we implement various measures that contribute to both improving data quality and identifying and realizing savings potential.

In addition to increasing the use of renewable energies, for example, by installing additional PV systems on our roofs, we are pursuing the goal of improving our energy-related performance.

By using energy-efficient processes, we also aim to minimize greenhouse gas emissions and sustainably reduce our environmental impact. To achieve this, we adhere to the applicable environmental regulations in the respective countries, which we consider to be minimum standards.

4.2 WATER

We strive to continuously reduce our freshwater consumption and wastewater volume to protect this vital resource. Our employees are trained to promote water conservation. Our goal is to ensure water quality and reduce our water consumption.

4.3 RESOURCES, CHEMICALS AND WASTE

We act in compliance with the applicable laws and align ourselves with international standards, in order to minimize negative impacts on the environment and to improve our activities when it comes to environmental and climate protection.

All employees are made familiar with the topic of environmental protection, and necessary training measures and training courses are offered.

We take appropriate environmental protection measures, from setting objectives, through defining and implementing measures, to continuous improvement.

We evaluate environmental aspects such as promoting resource efficiency, reducing waste and ensuring its proper disposal, and handling hazardous substances responsibly for people and the environment. Our goal is to use a minimum of resources and chemicals and to keep our waste to a minimum.

4.4 PRODUCT USE AND END OF PRODUCT LIFE

JUMO aims to continuously increase the use of sustainable materials and expand the principles of the circular economy into its corporate processes. This includes the preferential use of resource-saving, recyclable, and environmentally friendly raw materials, as well as the optimization of production processes to reduce waste and emissions. By increasing the use of recycled or environmentally friendly materials and recycling of products, we contribute to conserving natural resources. We also encourage our suppliers to use sustainable materials and support waste prevention solutions. All JUMO products must be disposed of properly at the end of their life cycle so that, the raw materials they contain can be returned to the material cycle.



5. SUSTAINABLE PROCUREMENT

5.1 SUPPLIER SOCIAL PRACTICES

We value responsible sourcing and ensure that our suppliers adhere to social and ethical standards. When selecting our business partners, we prefer companies that guarantee fair working conditions.

We encourage our suppliers to be transparent about working conditions in their supply chains and ensure that they also share our values and ethical standards.

We evaluate our suppliers' social practices through regular risk analyses, certifications, and individual supplier audits. If human rights violations in our supply chain become known, we respond with preventive and remedial measures to eliminate the violations and prevent future occurrences. We aim to work with our suppliers to build a resilient supply chain that shares our values and ethical standards.

5.2 SUPPLIER ENVIRONMENTAL PRACTICES

We value responsible procurement and ensure that our suppliers comply with environmental standards. When selecting our business partners, we prefer companies that use sustainable materials and employ environmentally friendly production processes.

We also encourage our suppliers to actively participate in reducing their environmental impact and encourage them to continuously improve sustainable practices and implement them throughout their supply chain. We aim to promote a responsible and sustainable supply chain through long-term partnerships and shared sustainability goals.

We evaluate our suppliers' environmental practices through regular risk analyses, certifications, and individual supplier audits. If environmental violations in our supply chain become known, we respond with preventive and remedial measures to eliminate the violations and prevent future occurrences.

5.3 HANDLING CONFLICT MATERIALS

With the necessary care, we take measures in order to avoid the use of conflict minerals in our products. This is to prevent human rights violations, corruption, and the financing of armed groups or similar.

For example, we have our suppliers confirm the origin of critical materials in advance and aim to ensure complete coverage of our supply chain.

6. MONITORING AND IMPROVEMENT

6.1 TRAINING

We commit to providing all JUMO employees with regular training on this Code of Conduct, at least once a year or as needed when changes occur. Supervisors monitor the proper conduct of the training.

6.2 IMPLEMENTATION

We will make appropriate and reasonable efforts to continuously implement, document and apply the principles and values described in this Code of Conduct.

6.3 REPORTING

JUMO has established regular internal reporting on compliance, social, and environmental issues. We also prepare the legally required reports for external bodies. Furthermore, we will publish an annual sustainability report in our financial report in the future.

6.4 DISCIPLINARY MEASURES FOR VIOLATIONS OF THE GUIDELINES

All JUMO employees and the management are obligated to adhere to the requirements of this policy. Violations of this policy will be vigorously pursued and may result in disciplinary action, including termination of employment in the case of repeated or serious violations.



6.5 REVIEW MECHANISM AND UPDATE

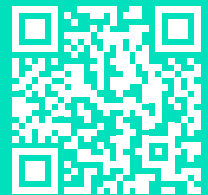
We commit to reviewing this Code of Conduct regularly, at least once per calendar year, or as needed, to ensure it remains up-to-date and complete, and to improving it as needed. We will actively communicate all changes to our employees.

6.6 WHISTLEBLOWER SYSTEM AND COMPLAINTS PROCEDURE

We provide our employees and business partners access to a safe mechanism to report possible violations of the principles of this Code of Conduct confidentially.

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

Link: meldung-verhaltenskodex.jumo.info
or
Phone: +49 800 3800 999 (Monday to Friday: 09:00 to 17:00)



Fulda, March 2025

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