



BaumerGroup

Our suppliers
assume responsibility.

Products, resources
and data

Business partners and
Business relationship with third parties

Conduct in the event
of known or suspected violation

Code of Conduct

for suppliers

Preamble

Dear business partners

In our daily business life, compliance with law and ethical behavior are a matter of course.

For the Baumer Group as a global technology leader and family-owned Group of companies, this awareness is the basis for our sustainable economic success.

With the present Code of Conduct we like to ensure that all our suppliers have the same understanding of our values, as moral and ethical principles may be understood in different ways at international level.

Our Code of Conduct is the groundwork for trusting and respectful cooperation with the Baumer Group. We require all our suppliers to not only comply with applicable law, but also with this standard of moral conduct and integrity. The rules of this Code of Conduct are binding for all our suppliers.

Thank you for your good cooperation and for your consistent compliance to our Code of Conduct.



Frauenfeld, July 2025

A handwritten signature in black ink, appearing to read 'O. Vietze'.

Dr. Oliver Vietze
CEO & Chairman
Baumer Group

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Suppliers assume responsibility for their employees.

Employment conditions

We expect our suppliers to comply with prevailing laws and regulations applicable to working hours and time for rest / breaks and vacation. Remuneration is fair and related to market, role and performance, under consideration of industry-specific particularities. Suppliers pay employees a remuneration that enables them a decent living and guarantee that the same work or work of equal value receives equal pay.

Health and safety at work

The physical and mental health of the employees is fostered and protected. Suppliers are committed to creating and maintaining safe, fair and healthy workplaces to all their employees. Suppliers shall take special precautions to protect the health, safety and rights of persons under the age of majority and prevent them from hazardous work.

Prevention of discrimination

Selection and evaluation of employees is on the basis of their qualifications, regardless of gender, ethnicity, religion, skin color, age, genetic heritage, national origin, physical or mental limitations, sexual orientation or any other comparable characteristic.

Compliance to human rights

We expect our suppliers to respect human rights and to be vigilant to ensure compliance with applicable law. Suppliers undertake to comply with internationally recognized labor and social standards. Child labor and any other form of slavery are prohibited. Our suppliers do not employ children under the age of 15.

Mutual respect

We expect relationships between employees, managers and executives at our suppliers' to be characterized by mutual respect, openness, honesty and trust. We value constructive discussions with different opinions and open communication. The supplier encourages his employees to be free and critical in mind. We do not tolerate any form of discrimination or sexual harassment at the workplace.



Business relations

Conflicts of interest

A potential conflict of interest arises where the personal interests of an employee at the supplier's are or may be in conflict with the interests of the supplier, e.g. due to personal relationships or secondary employment. At the Baumer Group we are strict to observe that business and personal interests are kept separately and not to use our activities at the Baumer Group to gain personal advantages. We expect the same from our suppliers.

Fair competition / antitrust law

The Baumer Group stands for fair competition in a free market economy, which ensures that the Baumer Group performance and innovation will be rewarded. The Baumer Group does not participate in anti-competitive agreements and rejects any abuse of a dominant market position. The Baumer Group is aware of its contractual obligations towards its business partners and ensures their observance. The Baumer Group carefully examines potential business partners with regard to their fairness, reliability, quality and environmental sustainability. We expect the same from our suppliers.

Anti-corruption / anti-bribery / no gifts no invitations

Baumer attaches great importance to legally and ethically unimpeachable conduct compliant with regulations. We expect our suppliers not to tolerate any form of bribery or corruption or any other abuse of a special position in order to gain personal advantages. Our suppliers do not grant their business partners any undue favors nor accept any such favors - whether directly, indirectly, nor as monetary payments or in any other form of benefit. However, customary signs of courtesy, hospitality or general appreciation of a business partner are permitted.

Responsibility within supply chains

Business activities involve cooperation with third parties. Third parties can be suppliers and customers, but also other legal entities, authorities, institutions or natural persons. When working with third parties, we require and expect our suppliers to adhere to the same business principles as those set out in this Code of Conduct.

Tax and export regulations

We expect our suppliers to comply with tax and customs regulations. Furthermore, processes and measures must ensure that business activities do not violate applicable economic embargoes, sanctions lists nor import and export control regulations. Our suppliers support the fight against money laundering and terrorist financing within the scope of their entrepreneurial possibilities.



Products, resources and data

Product safety and quality

We expect commitment to the highest standards of safety and quality of the supplied products. Our suppliers are aware of their responsibility in terms of ecology, health and social life in development and production.

Protection of intellectual property / confidentiality

As a technology company, the protection of our innovations, our trade and business secrets as well as our technical expertise is a prerequisite for our business activities. In the course of their work for the Baumer Group, suppliers gain insights into confidential information of the Baumer Group. To the best of our knowledge and belief, we avoid infringement of the intellectual property of others. We protect confidential information and handle it with particular care. Should we be required to disclose confidential information, we observe the applicable processes or consult the Departments for Intellectual Property (IP) or the Legal Department about any potential protection mechanisms prior to disclosure. We expect the same from our suppliers.

Materials used

We expect our suppliers to focus on component durability, reusability and recycle already at the stage of product development. The supplier is aware of his comprehensive responsibility as a manufacturer and ensures diligence in fostering responsible supply chains. This includes the obligation to avoid using materials containing minerals from conflict-affected and high-risk areas. The supplier systematically strives for reducing waste, responsible disposal or reuse and for observing the bans on export of hazardous waste. The treatment of hazardous materials and goods ensures their safe handling and disposal.

Environmental protection

Preserving our world's resources is a goal of top priority. We expect our suppliers to be aware of the ecological impact resulting from their business activities and to be committed to have a positive effect on their ecological footprint by related measures, environmentally friendly technologies and the identification of ecological innovations. Our suppliers comply with applicable environmental regulations and are committed to preserving biodiversity and to the responsible consumption of resources such as energy and water.

Data privacy and security

Our suppliers protect personal data, particularly with regard to applicable data privacy laws. Furthermore, they ensure the protection of personal and other business data as well as all information obtained in the course of their business activities. To prevent unauthorized access, our suppliers set high standards for the implemented technical and organizational measures.



Conduct in the event of known or suspected violation

Violation or suspected violation

We expect our suppliers to rigorously investigate any violation or suspected violation of the present Code of Conduct.

Measures must be taken to stop violation that will be punished according to severity. Suppliers, employees and customers are encouraged to report any behavior that, even in an objective sense, is in conflict with the present Code of Conduct or applicable legislation - even when this would mean admitting mistakes, failing to achieve objectives or incurring costs. Our suppliers will protect anyone who reports a violation or suspicion in good faith.

Any reprisals against employees having reported a violation, as well as deliberately false statements, shall not be tolerated but accordingly sanctioned.

Whistleblowing and reporting process

Reporting any potential violation of this Code of Conduct, human rights or environmental regulations should use the confidential reporting channel.

It is available at lgm@morgenstern-trusted.de.

Using this reporting channel you can be sure the Baumer Group will protect your identity as strictly confidential, and that your report is protected by applicable law (protection against discrimination or punishment of whistleblowers).







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