

Code of Conduct

Preamble

ILB Industrielackierung Biedermann GmbH (hereinafter referred to as "ILB") places great importance on respectful, professional, and responsible conduct within the company as well as in dealings with customers, suppliers, business partners, and other third parties.

This Code of Conduct describes the values and principles of behaviour that guide our daily work and cooperation. It forms the foundation for integrity and appropriate conduct in the professional environment.

This Code of Conduct expresses our shared understanding of values. It serves as a guideline for our actions without creating any independent additional legal obligations or guarantees for ILB beyond the applicable legal requirements, contractual agreements, and binding internal regulations. The legal obligations of ILB, its corporate bodies, managers, and employees are determined exclusively by the applicable laws and contractual agreements.

1 Respectful Conduct

Collaboration at ILB shall be characterized by mutual respect, courtesy, and fairness.

2 Responsible Behaviour

Employees shall act responsibly within the scope of their respective duties and in the best interests of the company.

3 Compliance with Applicable Regulations

ILB expects compliance with all applicable laws, regulatory requirements, contractual obligations, and internal regulations. This applies to all forms of cooperation.

4 Handling of Information

Confidential information, trade and business secrets, and personal data shall be handled appropriately in accordance with applicable regulations and authorizations. In addition, separate mutual confidentiality agreements may be concluded.

5 Use of Company Resources

Company-owned resources and work equipment shall be used carefully and only for their intended purposes.

6 Business Relationships

ILB strives to maintain fair and professional business relationships.

7 Working Environment

ILB supports a working environment characterized by mutual consideration and professional cooperation.

8 Environmental and Resource Awareness

ILB promotes the responsible use of resources within the scope of its operational capabilities and economic requirements.

9 Reporting Concerns

Employees may address questions or concerns related to their working environment to the designated contacts responsible for such matters.

10 Integrity in Business Conduct

ILB supports lawful and fair business practices. Employees shall avoid improper advantages, bribery, and any other form of undue influence in accordance with applicable laws and internal regulations.

11 Respect for Human Dignity

ILB supports respectful treatment of all individuals and advocates compliance with applicable legal requirements concerning the protection of human dignity and personal rights.

12 Equal Treatment

ILB supports a working environment based on respect and fairness. Discrimination based on legally protected characteristics shall be avoided in accordance with applicable laws.

13 Occupational Health and Safety

ILB promotes compliance with all applicable occupational health and safety regulations and supports a responsible approach to workplace safety.

14 Employment Principles

ILB supports compliance with applicable employment laws and rejects child labor and forced labor in accordance with applicable legal requirements.

15 Foreign Trade and Export Control

ILB supports compliance with applicable foreign trade, export control, and sanctions regulations within the scope of its business activities.

16 Business Partners

ILB strives to maintain fair and professional business relationships. When selecting and cooperating with business partners, compliance with applicable legal requirements as well as operational and economic considerations may be taken into account.

17 Questions and Concerns

Employees may raise questions, concerns, or suggestions regarding their working environment with the designated contacts responsible for such matters. Such matters will be handled in accordance with applicable legal and company regulations.

18 Scope and General Conditions

The principles described in this Code of Conduct reflect ILB's corporate values and business philosophy. This Code serves as guidance in day-to-day business activities and forms the basis for trustworthy cooperation.

Unless otherwise required by mandatory legal provisions or separate contractual agreements with ILB, the following applies to this Code of Conduct:

- It describes guidelines for our conduct but does not create independent contractual claims for employees, customers, suppliers, or other third parties.
- It does not expand ILB's existing legal or contractual obligations.
- It does not create any additional independent liabilities or evidentiary obligations beyond those required by applicable law.
- It does not automatically impose additional monitoring, auditing, documentation, or reporting obligations on ILB beyond legal requirements unless such obligations have been expressly agreed upon by contract.

Approved by the Management of ILB Industrielackierung Biedermann GmbH
Unterwellenborn, 15.06.2026