



INTRODUCTION

As a company, we want to be a role model for the people with whom we are working. At **böhm Kabeltechnik GmbH**, we define our actions based on moral, human, ethical

and legal principles that should serve as a basis for every employee and business partner. All actions are aimed at adhering to standards and their implementation.



GOAL AND CONSEQUENCE

Our company is subject to constant monitoring by third parties who are interested in the success of our business activities. We feel obliged to provide the best possible service always and, in return, we also expect this from others. For this reason, we have created a code of conduct that will enable fair, respectful and safe working together. Based on a healthy human intellect, everyone is responsible for ensuring that guidelines, requirements and legal basics are complied

with and that any violations are reported. Anyone who comes to know of non-compliance or is informed about it by third parties should feel obliged to report this violation. People who report a violation will be protected by us and need not expect any adverse consequences. Violations can be of a deliberate or unconscious nature and reporting them should not be used as a personal attack against any person.

Every report of a violation, in whatever form, will be scrutinized most meticulously and can have consequences in terms of disciplinary proceedings and criminal or civil law.



FAIR COMPETITION

Fair competition ensures free trade. Compliance with anti-cartel and competition laws is essential for fair and transparent behaviour in the market.

Agreements on pricing, capacities, division of markets or customers and boycotting are therefore prohibited.



DEALINGS WITH HUMAN BEINGS AND RESPECT

A respectful and honest working together is the basis of good relationships. We assume that everyone always tries to make a positive contribution. Everyone is unique and valuable. With his or her special abilities, each person must therefore be respected in a very different way as he or she is.

On the basis of the human rights conventions established by the United Nations and the Council of Europe, we cannot tolerate human trafficking, child labour and forced labour, or any form of discrimination, sexual harassment or intimidation.

CORRUPTION AND BRIBERY

Others should not be allowed to improperly influence us, nor should we improperly influence others.

Both the direct and the indirect acceptance or provision of benefits that influence the business activities in an unacceptable manner is prohibited.

Gifts, invitations or other benefits are only permitted if they are ethically acceptable and can be classified under normal business practice.



CONFIDENTIALITY AND DATA PROTECTION

Internal or external information requires the highest protection. Therefore, the secrecy of confidential information must be maintained in order to ensure that neither we nor others are harmed or that their actions are restricted.

Their misuse for the sake of own interests, or their transfer or disclosure to third parties is prohibited. Company documents and personal data are to be treated in accordance with the statutory provisions and are therefore to be preserved securely

and protected against access by unauthorised persons. These rules will continue to exist even after the termination of business or employment relationship.

ENVIRONMENTAL AND CLIMATE PROTECTION

The environment and the neighbourhood in which we live are close to our hearts and form the basis of our existence. Therefore, it is important to contribute towards protecting them. The applicable environmental laws, regulations and standards serve as the basis for this.

The following actions must be taken to protect the environment:

- Economical use of packaging material, working material, raw materials, electricity and water
- Minimising emissions
- Protection against air pollution and noise
- Use of modern, resource-saving machines
- Optimising transport routes
- Consideration of the environmental compatibility of goods and their contents as well as operating materials
- Proper waste disposal

OCCUPATIONAL HEALTH AND SAFETY

Health is the greatest asset! Only healthy employees can perform fully. We place value on a safe working environment in order to prevent injuries and illnesses of physical and psychological nature. The Occupational Safety and Health Act (ArbSchG) serves as the basis for minimising risks to the safety and health of workers.

The integrated safety concept/occupational safety program covers the following:

- Functional and safe systems and tools
- Measures to prevent accidents and work-related health risks
- Instructions and procedures for responding to emergency situations
- Documented information on measures, procedures and events in the field of occupational safety (including accidents/near-misses, trainings, etc.)

CABLES CONNECT



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