



CODE OF CONDUCT

SONOTRONIC GMBH



PRELIMINARY NOTES

As an international company, SONOTRONIC's goal is to continue to offer reliable, innovative and safe products, technologies and services in the field of plastics joining and separation. We can only achieve this goal together if we all act fairly, ethically and respectfully in our business activities at all times.

Every day we encounter situations - whether consciously or unconsciously - in which we have to make decisions. It can happen that situations are not clear-cut or that the decisions to be made raise ethical questions. Guidelines should therefore point us in the right direction when resolving such situations.

The aim of the Code of Conduct is to provide us all with binding guidelines to guide our decisions and enable us to act with the utmost integrity and respect. The Code of Conduct also ensures that we comply with applicable laws and regulations and do not abuse the trust of our suppliers, customers and partners.

This Code of Conduct applies without exception to everyone who works for SONOTRONIC - including management, executives, employees, temporary staff, representatives and contract workers.

With the terms "employees" and "we" we refer to all persons working for SONOTRONIC, regardless of whether they are employed on a permanent basis, as freelancers, on a temporary basis, etc. The term "business partner", on the other hand, includes all persons with whom SONOTRONIC has a business relationship, such as customers, partners and suppliers.

In the interests of better readability, we use the masculine form below. Of course, we understand this as a synonym for all genders and thus address them equally.

If employees have any questions about the Code of Conduct, they can contact their managers, the employee representatives or the HR department at any time.

Karlsbad, 15.04.2025

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OBLIGATION TO COMPLIANCE WITH LAWS

Compliance with the laws and regulations of all countries in which we do business is a matter of course for our company. We expect our employees to comply with the legal regulations and provisions applicable to their area of activity as well as the guidelines of our company.

CORRUPTION

We do not tolerate corruption in our business activities. Fairness and legality are paramount in our business relationships. We rely on the quality of our products and services as well as our personal commitment to our customers.

We do not tolerate unethical or corrupt behavior by our employees or business partners. Therefore, all employees are strictly prohibited from promising or granting payments, inappropriate gifts, other advantages or favors to business partners, in particular suppliers, customers, authorities or lobbyists, in order for them to favor our company in an anti-competitive manner. Similarly, our employees must not accept these and must not allow themselves to be influenced in decisions or give the impression of being influenced. In case of doubt or ambiguity, our employees are welcome to seek advice from their line manager, their employee representative or the HR department.

FAIR COMPETITION AND TRADE

We observe the principles of ethical, fair and free competition. Our employees are obliged to comply with all applicable antitrust and competition laws. Furthermore, we do not engage in price fixing, discounting or other unfair agreements. We expect our business partners to ensure fair competition on their own responsibility.

We are committed to complying with all national and international laws and regulations that govern the import, export or domestic trade of goods, technologies or services as well as the handling of certain products and capital and payment transactions. We also comply with national and international embargo and export control regulation.

DEALING WITH CONFIDENTIAL INFORMATION

Confidential information may not be disclosed to persons outside SONOTRONIC unless it serves to fulfill a legal requirement or a legitimate business purpose. Our employees are obliged to maintain confidentiality regarding trade and business secrets and other internal matters. The same applies to information about business partners that is not publicly accessible, even after termination of the employment relationship.

DATA PROTECTION

We consider the data relating to our company, our customers, our employees and our business partners to be a valuable asset worthy of protection. We use it appropriately and protect it globally in compliance with the applicable local legislation. We comply with the relevant data protection regulations and undertake to handle confidential information with care.

PERSONAL DATA

We respect and protect the personal data of our employees, suppliers, customers and other business partners and are committed to protecting it. We collect, use and disclose personal data only for legitimate business or employment-related purposes or to comply with legal requirements. We also take appropriate measures to protect the confidentiality of the personal data we collect.

CONFLICTS OF INTEREST

We expect our employees to always act with the utmost integrity and in the interests of the company when making business decisions and dealing with business partners. Personal or private interests must not be allowed to influence employees' business decisions. Situations in which conflicts of interest may arise must therefore be avoided. A conflict of interest exists if private or personal interests are in conflict with the interests of the company or if this impression is created and the employee can no longer act impartially. If such a situation exists, it must be disclosed immediately. Our employees are welcome to seek the advice of their supervisor, employee representative or the Human Resources Department when it comes to doing business with a third party or hiring an applicant with ties to their family, friends or colleagues. Our employees are generally prohibited from engaging in competing activities or businesses in order to prevent conflicts of interest.

DEALING WITH COMPANY PROPERTY

Our employees are required to use the company's property appropriately, to protect it carefully and not to use it for illegal, unethical or unauthorized purposes. In addition to tangible assets such as facilities and equipment in offices and workshops, vehicles, machinery and equipment, this also includes non-tangible assets such as technology, inventions and ideas.

ENVIRONMENTAL PROTECTION

We are aware of our responsibility for environmental protection, sustainability and the environmentally friendly use of natural resources. It is therefore our goal to minimize the environmental impact of our business activities. We comply with the applicable laws, regulations and standards on environmental protection and actively implement our environmental management system in the company in accordance with DIN EN ISO 14001 and ensure that raw materials and resources are used responsibly.

RESPECT FOR HUMAN RIGHTS

We respect and protect the human rights of our employees and other stakeholders and act in accordance with the UN Human Rights Charter and all human rights laws and regulations that

apply to us. We offer our employees fair working conditions. We also do not tolerate child or forced labor in our supply chain. Furthermore, we expect our business partners to act ethically and in accordance with the law.

DIVERSITY AND EQUAL OPPORTUNITY IN THE WORKPLACE

The working environment at SONOTRONIC is characterized by respect, tolerance and equal opportunities. We see the diversity of our employees as a cornerstone of our globally active company. That is why we value and respect employees from different cultural backgrounds, with different skills and views. We treat all people equally and with tolerance - regardless of gender, race, skin color, ethnic or social origin, genetic characteristics, language, religion or ideology, political or other beliefs, membership of a national minority, wealth, birth, illness, disability, age or sexual orientation.

SOCIAL RESPONSIBILITY

Economic success and social responsibility in the sense of socially and ecologically responsible action are not a contradiction in terms for our company. Rather, the interplay of economy, ecology and social responsibility forms the foundation of our sustainable success and leads to healthy and long-term growth. We are also aware of our social responsibility. Social commitment is an important part of our corporate culture.

COMMUNITY COMMITMENTS AND SPONSORING

SONOTRONIC supports selected social institutions, projects and associations in the region, local sports clubs, sporting and cultural events and national social foundations. No donations are made to political parties or party-affiliated foundations or institutions. Only the management decides on donations and sponsoring.

HEALTH AND OCCUPATIONAL SAFETY

SONOTRONIC's aim is to continuously improve occupational safety. We act in accordance with local and national guidelines and laws with regard to health and safety. We offer our employees a healthy and safe working environment and provide them with the necessary protective equipment (such as safety clothing, safety goggles, hearing protection and protective gloves). Our employees are responsible for complying with all relevant laws, regulations and guidelines on occupational health and safety. Our operating equipment, such as machines and systems, are also equipped with protective devices for health and safety at work.

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