

GEH Wasserchemie Code of Conduct

Preamble

This Code of Conduct establishes the standards of conduct applicable to all employees and members of management of GEH Wasserchemie. It complements the company's philosophy and supports compliance with legal, ethical, sustainability-related, and internal corporate requirements.

1. Integrity and Compliance with the Law

We comply with applicable laws, regulations, and internal policies. We act honestly, fairly, and responsibly. Business decisions are made exclusively on an objective basis and in the best interests of the company. We reject any form of corruption, bribery, or improper influence. Gifts, hospitality, or other benefits may neither be offered nor accepted if they are likely to unduly influence business decisions. This also applies in dealings with government agencies and public authorities.

2. Respectful Interaction

We treat everyone with respect, fairness, and dignity. Discrimination, harassment, bullying, or any other form of inappropriate behavior has no place at GEH Wasserchemie. We promote a work environment characterized by diversity, equal opportunity, and mutual trust.

3. Conflicts of Interest

Private, financial, or personal interests must not influence business decisions. Potential conflicts of interest must be openly communicated and resolved transparently.

4. Data Protection and Information Security

We protect the confidential information of our company, our customers, suppliers, and business partners. Personal data is processed in accordance with applicable data protection regulations. Information and IT systems are used with care and protected from unauthorized access. Business information, records, and documents are created and retained in a complete, accurate, traceable, and truthful manner. The manipulation, falsification, or unauthorized destruction of company data is prohibited.

5. Human Rights and Fair Business Practices

We respect internationally recognized human rights as well as the core principles of the International Labour Organization (ILO). We reject forced labor, child labor, discrimination, and any form of exploitation. We expect our suppliers and business partners to comply with applicable laws, respect human rights, ensure fair working conditions, and adhere to environmental, social, and integrity standards. We are committed to fair and free competition. Agreements that violate competition and antitrust laws, price-fixing, market sharing, or the exchange of competitively sensitive information with competitors are prohibited. We operate in the market using fair and lawful means and respect the rights of our competitors.

6. Sustainability and Responsibility

We take into account the impact of our decisions on the environment, society, and future generations. Sustainability, resource conservation, and responsible conduct are integral parts of our corporate culture. We strive to use resources efficiently, reduce emissions, and continuously improve our environmental performance.

7. Responsible Use of Digital Systems and Artificial Intelligence

Digital tools and AI applications can support our work and improve efficiency. Their use must comply with data protection, information security, confidentiality, and applicable legal requirements. Responsibility for decisions always remains with humans. Results from AI systems must be critically evaluated and must not be accepted without review. AI systems must not be used to circumvent legal, ethical, or internal corporate requirements.

8. Reporting Violations

All employees are expected to report violations of laws, internal policies, or this Code of Conduct. Reports will be treated confidentially. No one may be disadvantaged as a result of a report made in good faith.

Final Provision

This Code of Conduct applies to all employees and the management of GEH Wasserchemie GmbH & Co. KG. Through their daily actions, everyone contributes to upholding our company's values and ensuring the long-term success of GEH Wasserchemie.