



CODE OF CONDUCT

Integrity · Responsibility · Partnership

Document	Code of Conduct
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Next Review	January 2028
Scope	BENDS and WELDS Group
Approved by	Management

1. Purpose

This Code of Conduct defines the fundamental values and principles of conduct of the BENDS and WELDS Group. It forms the basis of our daily business activities and applies to all employees, managers and members of the management team.

It also provides guidance to our customers, suppliers and business partners regarding the principles of responsible, ethical and compliant business conduct that characterize our company.

2. Scope

This Code of Conduct applies to all companies within the BENDS and WELDS Group as well as to all employees, managers and members of the management team.

We also expect our suppliers and business partners to adhere to standards comparable to our own with regard to integrity, human rights, occupational health and safety, environmental responsibility and legal compliance.

3. Our Values

As a family-owned industrial company, we stand for long-term thinking, engineering expertise and partnership-based cooperation.

Our decisions are guided by the following core values:

OUR VALUES

- ✓ Integrity
 - ✓ Responsibility
 - ✓ Quality
 - ✓ Reliability
 - ✓ Partnership
 - ✓ Sustainability
 - ✓ Continuous Improvement
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4. Integrity and Legal Compliance

We comply with all applicable laws and regulations in every country in which we operate. We expect all employees to act with integrity and reject any form of unlawful or unethical conduct.

Every employee is responsible for complying with applicable laws, internal policies and company procedures and for reporting any known or suspected violations without undue delay.

5. Anti-Corruption

Bribery, corruption, improper advantages and any other form of undue influence are not tolerated.

Gifts, hospitality and invitations may only be offered or accepted within the limits of customary business practice and must never influence business decisions.

Business decisions shall be based solely on objective, professional and commercial criteria.

6. Fair Competition

We are committed to fair and open competition. Price fixing, market sharing, the improper exchange of information with competitors or any other violation of competition or antitrust law will not be tolerated.

7. Conflicts of Interest

Personal interests must never influence business decisions. Potential conflicts of interest shall be disclosed at an early stage and avoided wherever possible.

8. Human Rights and Working Conditions

We respect internationally recognised human rights. We strictly reject child labour, forced labour, human trafficking and all forms of discrimination.

We promote equal opportunities, mutual respect and a working environment free from discrimination, harassment and intimidation.

9. Occupational Health and Safety

The health and safety of our employees is our highest priority.

We are committed to:

- providing safe and healthy working conditions;
 - conducting regular training and awareness programmes;
 - identifying and assessing workplace risks;
 - continuously improving occupational health and safety;
 - complying with all applicable health and safety legislation.
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10. Environment and Sustainability

We use energy, materials and natural resources responsibly. We promote the efficient use of resources and continuously improve our processes in order to reduce environmental impacts wherever technically and economically feasible.

11. Quality

Quality is the foundation of our long-term success.

We are committed to:

- delivering technically reliable products;
 - ensuring full traceability where required;
 - continuously improving our products and processes;
 - providing reliable project execution;
 - complying with agreed technical specifications and customer requirements.
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12. Data Protection and Confidentiality

We protect confidential information belonging to our customers, suppliers and business partners. Personal data is processed exclusively in accordance with applicable data protection legislation. Confidential information may only be used for legitimate business purposes and must not be disclosed to unauthorised third parties.

13. Export Control

We comply with all applicable export control, foreign trade and international sanctions regulations. International business activities are conducted exclusively in accordance with applicable legal requirements.

14. Suppliers and Business Partners

We expect our suppliers and business partners to conduct their business responsibly and ethically.

In particular, we expect compliance with standards comparable to our own regarding:

- Human rights
 - Occupational health and safety
 - Environmental responsibility
 - Business ethics
 - Anti-corruption
 - Legal compliance
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15. Reporting Concerns

Employees are encouraged to report actual or suspected violations of this Code of Conduct. Reports will be treated confidentially. No employee who reports concerns in good faith shall suffer retaliation or any other disadvantage.

16. Implementation and Continuous Improvement

Implementation of this Code of Conduct is supported by certified management systems, internal procedures, employee training and regular audits.

This Code of Conduct is reviewed periodically and updated whenever necessary.

It is complemented by further corporate policies, in particular our ESG Policy, as well as additional compliance and management documents.

Document Control

Owner	Management
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