



BREIMER-ROTH
TRANSFORMATOREN



ONE WAVE FASTER

CODE OF CONDUCT

of company Breimer-Roth GmbH



**„Every task holds significance, no matter how small.
No individual should consider their work
superior to that of a colleague.
All should contribute in service of the greater good.“**

Robert Bosch

Our guiding principle encapsulates the values that unite us and defines how we strive to work together — today and in the future. It provides us with clear direction and helps us secure the long-term success of our company. After all, each individual contributes to our shared success through their behavior, commitment, and dedication.

Our values—such as personal responsibility, openness, transparency, and consistently lawful and ethical conduct—form the foundation of our daily actions.

The Code of Conduct serves as a binding guideline for our decisions and behavior — towards one another, our business partners, and the public. We are all responsible for upholding and actively embodying the principles outlined within it. Each of us shares responsibility for the reputation and integrity of our company. After all, misconduct by even a single individual can cause significant harm.

The continued existence and ongoing development of our company depend critically on our commitment to social responsibility and on being perceived as a reliable and trustworthy partner.

1. Compliance with applicable laws at the local, national, and international levels

Compliance with laws and regulations is a matter of course for us and a fundamental principle of responsible business conduct. Only by adhering to these standards can our company operate successfully on a global scale. Any violation of applicable laws or regulations can have serious consequences.

2. Working together as one team

Openness and mutual respect shape the way we work together. We build on strong values such as reliability and honesty, credibility and integrity. Compliance with laws and regulations is a given for us.

Our employees are expected to act in accordance with the highest professional standards. Any violation of existing policies, rules, or regulations will result in disciplinary action.

3. Leadership and social interaction

Open discussions of concerns play a crucial role in reducing misconduct and enabling early detection and correction. Therefore, great importance is placed on an open environment where employees can approach their supervisors or management without hesitation and with confidence, even regarding sensitive or critical matters. Attempts to intimidate or retaliate against employees who report actual or suspected misconduct in "good faith" will not be tolerated. "Good faith" means that a person genuinely believes that their report is truthful, regardless of whether the employee's account is later confirmed or not.

4. Trust and Respect

We ensure a work environment free from discrimination.

Every individual has the right to fair, dignified, and respectful treatment. We make no distinctions and promote a work environment characterized by respect and tolerance, where the value and dignity of each person are recognized, and all employees treat one another with courtesy, honesty, and dignity. Harassment, bullying, and intimidation will not be tolerated.

Personnel decisions must be made free from any discrimination. Discriminatory behavior towards employees or applicants on the grounds of ethnic origin, parenthood, marital status, age, disability, religion, beliefs, sexual orientation, or any other reasons covered by anti-discrimination laws will not be tolerated.

5. Prevention of conflicts of interest

Business decisions are made solely in the best interest of the company. Employees who are involved in a potential or actual conflict of interest are obligated to promptly inform their supervisor or management to facilitate a swift resolution.

6. Care and use of company property

Great importance is placed on the careful and responsible handling of the products manufactured, the tools used, and the company's intellectual property.

Company assets are to be used exclusively for their intended business purposes. Any misuse, particularly for inappropriate personal, illegal, or other unauthorized purposes, is strictly prohibited.

7. Relations with suppliers

All business information and trade secrets of our partners are treated with the utmost sensitivity and confidentiality.

In return, we expect integrity and lawful, ethical behavior from our business partners.

8. Relations with customers

Consistently fair and honest behavior towards our customers is expected. We act promptly and plan with foresight on behalf of our customers. Our highest goal is to build and maintain long-term, stable customer relationships through high quality, rapid availability, and timely delivery.

9. Bribery and Corruption

No form of corruption or bribery is tolerated, regardless of whether it harms our company's assets or those of third parties.

Our employees are prohibited from accepting or offering any favors that are tied to a quid pro quo. Likewise, our business partners are expected to avoid conflicts of interest.

10. Fair Competition

We are committed to fair competition and adhere to all applicable laws and regulations. Agreements on prices, terms, or strategies with competitors, suppliers, or other companies that impede fair competition are strictly prohibited.

11. Human Rights and Health

We respect the dignity and personal rights of all individuals we work with—whether within our company or in business relationships.

A safe and healthy work environment is our highest priority. Therefore, we strictly comply with all applicable laws and regulations concerning occupational health and safety. Our leaders bear special responsibility: they ensure that appropriate procedures and protective measures are in place to safeguard the health and safety of all employees.