

Code of Conduct for business partners

Content

Foreword	3
Principles	3
Behaviour in compliance with the law.....	3
Honesty, trust and respect	3
Rules of Conduct.....	4
Occupational health and safety	4
Environmental and climate protection	4
Business ethics.....	4
Secrecy and confidentiality	5
Data Protection.....	5
Actions in the event of misconduct.....	5
Consequences of offences	5
Openness and contact person.....	5

Foreword

REKERS GmbH has been in existence for more than 65 years. Today, we still stand for innovative solutions in the concrete block industry, always focussing on the needs of our customers. This works through good co-operation within the company and with business partners. In doing so, we focus on adhering to the same values, standards and goals.

Every day, situations and decisions arise that need to be carefully considered. Actions that contradict our shared values and convictions, both ethically and legally, are detrimental not only to the individual, but also to the entire company and its business partners. With this Code of Conduct, we would like to provide you with a written version of these values so that we can continue to make the right decisions together.

We are fully convinced that every business partner intends to act in accordance with this Code of Conduct. This also expressly applies if behaviour that complies with guidelines and the law has economic disadvantages. As a company, we stand for sustainability, quality and success - this can only be guaranteed in the long term through such behaviour.

Principles

Behaviour in compliance with the law

Even if compliance with the law is to be taken for granted, this is emphasised here. We insist on compliance with applicable law, both German and international law. Every business partner is obliged to familiarise themselves with the current legal bases that fall within their area of responsibility or their product and service sector and to act accordingly. In addition, this behaviour is also linked to contracts and agreements that have been concluded.

Honesty, trust and respect

Honesty and trust are a fundamental prerequisite for co-operation within and outside the company. Our business partners must therefore report to us truthfully. This openness is also and above all required if an action is to be regarded as ethically or legally critical. At the same time, trust also means that information that is not intended for the public is treated confidentially and kept secret.

In addition to the factual aspects of this Code of Conduct, the personal and subjective feelings of each individual within and outside the company are also highly regarded. Above all, we respect sexual and cultural diversity and freedom of opinion, provided that this does not contradict any aspect of appreciation, respect and diversity. We therefore pay particular attention to human rights and distance ourselves from inhumane behaviour, including in relation to our business partners. We strictly reject forced and child labour. Both internally and externally, we respect and demand a respectful tone towards ourselves, our employees and our business partners.

Rules of Conduct

Occupational health and safety

Safety is a high priority for both our employees and external parties. We pay attention to the implementation of and compliance with applicable occupational safety regulations. In addition, we set extremely high health and general safety standards.

The health of our employees is of the utmost importance, which is why hazards, accidents and damage should be avoided. Occupational health and safety regulations must be consistently adhered to. Accordingly, we endeavour to maintain the existing workforce as well as to ensure personal development in leisure time. To this end, active health promotion measures within a company health management system are indispensable for REKERS.

Environmental and climate protection

Sustainable environmental and climate protection are an integral part of our corporate strategy. Accordingly, when developing our machines and systems, we pay attention to the resource-saving use of materials and maximum energy efficiency. The same applies to the operation and production of our machines and systems.

On the other hand, we also expect our business partners to show a strong commitment to environmental and climate protection so that joint projects do not have conflicting objectives. Every business partner therefore shares responsibility for environmental protection in their area of work and is obliged to comply with environmental protection laws, regulations and standards.

Business ethics

Fair and compliant behaviour in day-to-day market activities is also important in changing competitive conditions. Just as we expect this from our business partners and competitors, we also insist on compliance with regulations relating to fair competition, starting with acting in accordance with applicable antitrust and competition laws and restrictions. Market agreements of any kind, both in written and informal verbal form, are strictly prohibited.

Loyalty to our business partners is an essential basis for our actions. We avoid situations in which personal interests, even if only in appearance, come into conflict with common interests. Business decisions must not be guided by private interests and/or relationships. Following on from this, we are committed to full compliance with all applicable anti-corruption laws and regulations. Corruption in any form, including bribery, corruptibility and the acceptance of advantages, is strictly rejected. Corruption harms competition and is not in line with the values of our company.

Secrecy and confidentiality

Innovation is an integral part of our corporate culture. The protection of business information and secrets is therefore essential for commercial success. Both internal and customer-related data are subject to the duty of confidentiality.

Just as we protect our property rights from misuse, we also respect the property rights of third parties.

Data Protection

The protection of personal data is of particular importance. Personal data may only be collected, processed or stored if this is necessary. This applies to the data of employees as well as to the personal data of customers and business partners.

To ensure the protection of personal data, REKERS GmbH has appointed a data protection officer and issued corresponding guidelines.

Actions in the event of misconduct

Consequences of offences

When this Code of Conduct is announced, it must be emphasised that it must also be complied with. In the event that the entire code or individual parts of it are violated, the following consequences are to be expected:

- Warning
- Cancellation of current contracts
- Termination of the business relationship
- Claims for damages

The consequences to be drawn are always decided on a case-by-case basis.

Openness and contact person

We would like to sensitise everyone, employees and business partners alike, with regard to dealing with violations and reporting violations. Everyone therefore has the right to draw attention to circumstances that are in conflict with guidelines or laws. As mentioned at the beginning, this may not only cause damage to the individual, but also affect the entire company and our business partners. The reporting party, acting in good faith, enjoys a special form of protection and is not penalised as a result of the report.

We act in accordance with the Whistleblower Protection Act. It is therefore possible to report anonymously and by name. When making a report, it is advisable to enclose a detailed description

of the case and, ideally, documentation with evidence. The report will be examined immediately and must be confirmed within one week; further measures and decisions must be worked out within three months. If you have any queries, we will contact you directly or anonymously via the portal.

To report violations, please use the whistleblower system, via the portal or directly to our ombud person:

<https://rekers-hinweisgeben.ak-compliance.de/>



<i>Rule</i>	<i>Naming</i>
Ombudsperson	Julian Lang Althammer & Kill GmbH & Co.KG Roscherstr. 7, 30161 Hannover Tel.: 0511/330603-70 rekers-hinweisgeben@ak-compliance.de
Contact Management	Annette Foppe (Tel. 05977/936-319)
Further contact persons	Robert Lange (Tel. 05977/936-121)