

# Code of Conduct of ACI Laser GmbH for Business Partners

# ACI Laser GmbH

## Code of Conduct for Business Partners Preamble

ACI Laser is a medium-sized company with a long tradition of successful cooperation with customers and business partners. ACI promotes ethical and sustainable business practices and implements them consistently.

The quality of ACI and its products, as well as customer satisfaction, are closely linked to human, material, and financial resources. Therefore, their efficient and responsible use is a matter of course for ACI.

This Code of Conduct sets out principles for compliance with national and international laws, regulations, and standards relating to social responsibility, environmental protection, and business ethics. ACI is strongly committed to strict compliance with and continuous development of these principles.

The Code is binding for ACI and serves as a guide for business partners in their cooperation with ACI.

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# Social responsibility

## 1. Respecting and guaranteeing human rights

ACI attaches great importance to respecting and protecting human rights. This includes preserving individual dignity, actively protecting against discrimination, and preventing forced labor and child labor. Practices that violate human rights will not be tolerated.

## 2. Prohibition of discrimination and unequal treatment

It is of utmost importance to ACI that there is no discrimination based on gender, age, skin color, religion or belief, nationality, disability, sexual orientation, or other personal characteristics. ACI is strongly committed to equal treatment and diversity. These values are an integral part of the corporate culture and a central pillar of business relationships.

## 3. Ensuring fair working conditions and working hours

Appropriate working conditions and fair working hours are very important to ACI. Employees should be able to work in humane conditions. This includes safe working environments, appropriate pay, health care, and protection from discrimination.

## 4. Ensuring fair remuneration

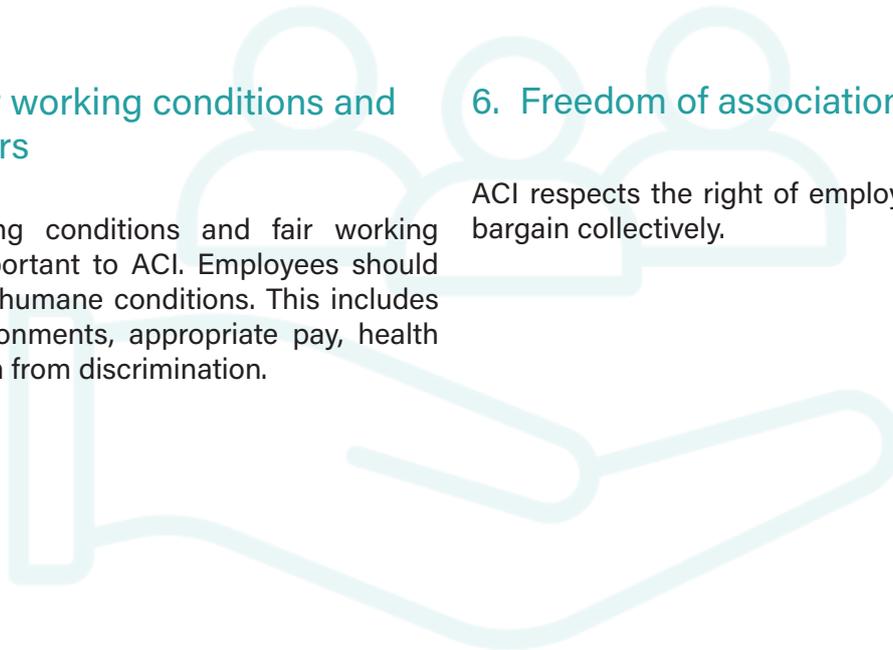
Fair remuneration is a high priority at ACI. We ensure that employees receive appropriate compensation that complies with legal requirements and reflects their individual skills and qualifications.

## 5. Health and safety in the workplace

Safe working conditions are a high priority at ACI. We strive to prevent accidents at work and occupational illnesses. To this end, ACI takes appropriate measures to ensure occupational safety and health protection. This includes, in particular, identifying and eliminating sources of danger, complying with legal regulations, taking preventive measures, conducting regular safety training, providing suitable protective equipment, and monitoring work processes.

## 6. Freedom of association

ACI respects the right of employees to organize and bargain collectively.



# Environment and sustainability

## 7. Sustainability

Protecting the environment and using natural resources responsibly are key parts of ACI's quality policy. In all its processes, ACI strives to conserve environmental resources and operate sustainably by using suitable packaging that can be reused as much as possible. ACI is committed to environmental responsibility. This includes reducing waste, using resources responsibly, and complying with strict environmental standards.

## 8. Energy efficiency

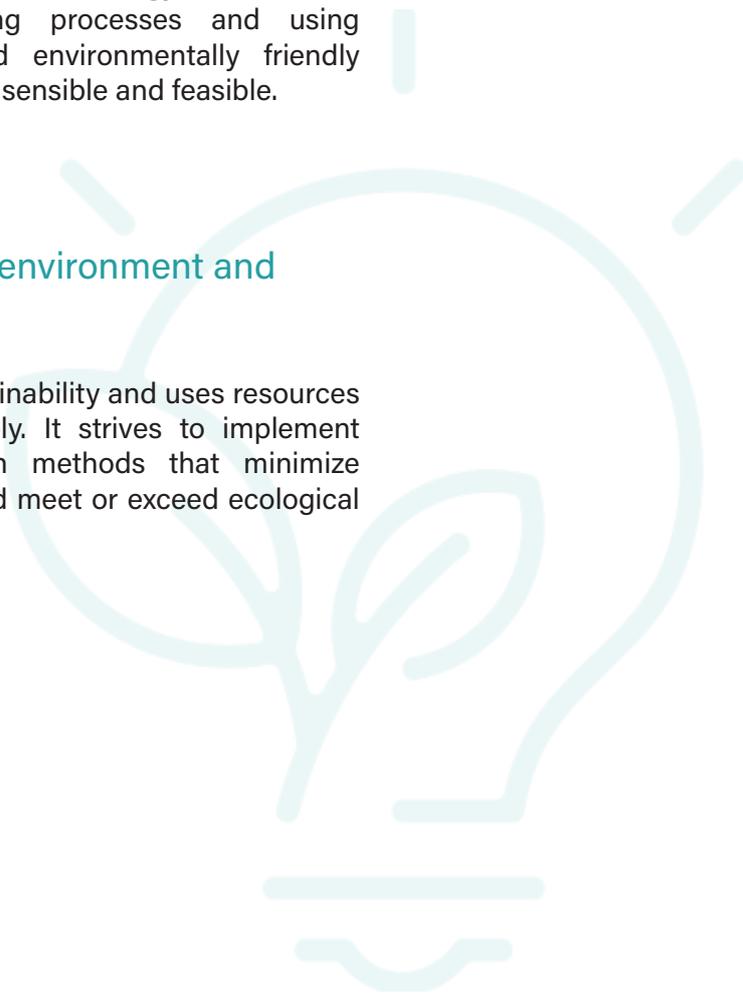
ACI promotes energy-efficient processes and the use of modern technologies for energy conservation. This includes optimizing processes and using renewable energies and environmentally friendly materials wherever this is sensible and feasible.

## 9. Protection of the environment and resources

ACI is committed to sustainability and uses resources efficiently and responsibly. It strives to implement working and production methods that minimize environmental impact and meet or exceed ecological standards.

## 10. Compliance with the requirements for handling substances, mixtures, products and waste

Product safety is of paramount importance to ACI. That is why ACI sets high standards for product quality and safety and complies with applicable safety standards and regulations for handling chemicals, mixtures, products, and waste. This includes requirements for the labeling, registration, evaluation, authorization, and restriction of chemicals.



# Ethical business behaviour

## 11. Compliance with laws and regulations

Compliance with legal and regulatory requirements is a top priority for ACI in order to ensure product conformity and safety. This applies not only to the products themselves, but also to the occupational safety of employees and the safety of customers when handling the products. ACI complies with all applicable laws and regulations in its business activities. This includes, in particular, respect for human rights, protection of health and safety, prevention of environmental pollution, and combating corruption and unfair competition.

## 12. Combating corruption and bribery

Corruption and bribery are not tolerated in any form. Business practices are based on fair and honest principles. No bribes or other inappropriate benefits that could influence business relationships or decisions may be offered or accepted, either directly or indirectly.

## 13. Avoiding conflicts of interest

ACI attaches great importance to avoiding conflicts of interest. Business decisions are made independently and objectively, without personal or financial interests playing a decisive role. Potential or actual conflicts of interest are disclosed and resolved appropriately in order to maintain the trust and integrity of all parties involved.

## 14. Fair behaviour in the market and competition

Compliance with antitrust law is of great importance to ACI. ACI adheres to the applicable competition rules and refrains from any form of conduct that violates antitrust law. This includes price fixing, market sharing, boycotts, or other practices that restrict competition.

## 15. Protection of information

Confidential information shall be treated with the utmost care and discretion. Appropriate measures shall be taken to prevent such information from being disclosed, shared, or misused without authorization. Confidential information may only be used for the purposes for which it is intended and may only be shared with persons who need to know such information.

## 16. Data protection

The protection of personal data is important to ACI. Personal data is processed in accordance with applicable data protection laws. ACI takes appropriate technical and organizational measures to ensure the security, confidentiality, and integrity of personal data. Personal data is only used for agreed purposes and is only shared with authorized recipients.

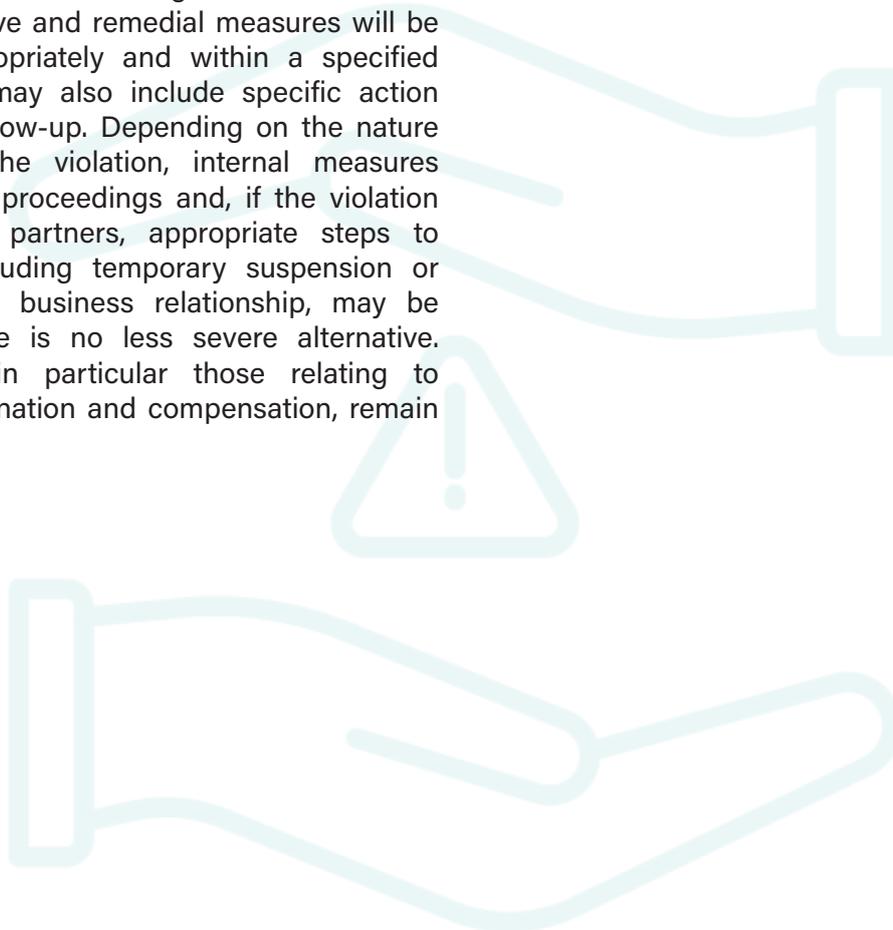
# Implementation of the principles

## 17. Transparent communication

ACI strives to identify risks in its own business processes and, where relevant, along its supply and service chains, and to initiate appropriate countermeasures. If there are indications of significant violations or increased risks, ACI initiates a prompt review and clarification and takes the necessary remedial measures. The steps taken are documented appropriately. If necessary, ACI informs the affected departments and business partners in an appropriate manner.

## 18. Consequences of violations

In the event of violations of this code of conduct, ACI will initiate an immediate investigation of the matter. Necessary corrective and remedial measures will be implemented appropriately and within a specified time frame. This may also include specific action plans and their follow-up. Depending on the nature and severity of the violation, internal measures such as labor law proceedings and, if the violation involves business partners, appropriate steps to minimize risk, including temporary suspension or termination of the business relationship, may be considered if there is no less severe alternative. Statutory rights, in particular those relating to extraordinary termination and compensation, remain unaffected.





## Taking responsibility together ACI counts on your commitment

### 19. Final provision

This Code of Conduct describes ACI's principles and expresses ACI's commitment to social responsibility, environmental protection, and business ethics. ACI prefers to work with business partners who recognize these principles or reflect them in an equivalent manner in their own code of conduct or company policy.

Further contractual obligations remain unaffected and take precedence in case of doubt. ACI reviews this code regularly and updates it as necessary.



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