

1 Introduction

Graf Elektronik, its employees and its partners are aware of their social responsibility and are closely guided by the values of integrity, honesty, respect, trust, responsibility and fairness. This Code of Conduct serves as a binding guideline for our efforts to act fairly, responsibly and ethically in all business relationships with and towards our partners.

The ethical guidelines set out are based on the principles of the UN Global Compact (<https://globalcompact.at/un-global-compact>).

2 Principles, rights and law

We are committed to complying with the laws and other applicable regulations of all countries in which we operate. All business partners are to be treated fairly and respectfully.

3 Corruption, competition law, forced and child labor

Favoring certain individuals or having conflicts of interest is contrary to the fair treatment to which we are all entitled. We avoid any relationship, influence or activity that could compromise, or even appear to compromise, our ability to make objective and fair decisions in our activities.

3.1 Corruption

When dealing with business partners and government institutions, the corporate and personal interests are strictly separated. Actions and decisions are made free of external or personal considerations.

Our management, our employees and our partners are not entitled to offer, promise, demand, facilitate or accept any commitments, demands, approvals, payments or other benefits that are intended to influence the business relationship in an improper manner or that pose the risk of jeopardizing the professional independence of one of the business partners. This does not include gifts or invitations offered as part of normal hospitality, custom or courtesy in business transactions.

3.2 Behavior towards competitors

We respect fair competition and always apply the applicable laws that protect and promote competition.

3.3 Forced and child labor

We comply with the regulations of the United Nations for the protection of children's rights. We reject any kind of forced labor or child labor.

We expect all parties involved to fully comply with United Nations' regulations on the protection of children's rights. It must be ensured that products and services are free from any involvement in such practices.

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4 Social responsibility

4.1 Human rights

We are committed to respecting and supporting all internationally recognized human rights.

4.2 Discrimination

We oppose all forms of discrimination. This applies in particular to discrimination against employees or prospective employees on the basis of gender, race, disability, ethnic or cultural origin, religious beliefs, age or sexual orientation.

4.3 Environmental protection

We are committed to protecting and preserving the environment for present and future generations. The environmentally friendly use of resources and materials is communicated to all our employees as an ideological principle in the training process and in our corporate culture.

4.4 Transparency and confidentiality

We emphasize the importance of transparency towards customers and partners and of course maintain business confidentiality where necessary. All information related to our business relationships is considered proprietary and confidential unless it has been mentioned in publicly available documents.

4.5 Conflict minerals

We follow the code of conduct of the Responsible Business Alliance (RBA, <https://www.responsiblebusiness.org/>) and take this into account when selecting our contractual partners, who should commit to the same code in order to reduce the direct and indirect financing of armed groups involved in controversies and human rights violations in conflict regions.

5 Partners, suppliers

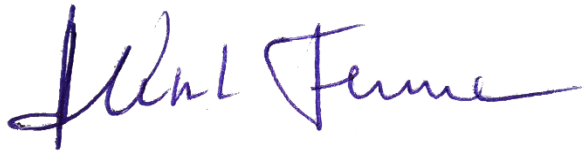
Our employees should inform suppliers and business partners about the Code of Conduct as required and recommend that they comply with the content formulated here, demand it from their partners in turn and implement it to the best of their knowledge and belief.

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6 Contact

Violations of points in the Code of Conduct must be reported directly to the relevant contact person. You are also welcome to forward your concerns directly to the responsible team at Graf Elektronik at compliance@grafgroup.com.

Dornbirn, 12.12.2023



Helmut Feuerstein

CEO

Graf Elektronik GmbH

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