Code of Conduct, Anti-Corruption Policy, Ethics Escalation Policy

Last updated: 17.10.2026

This code of conduct defines the principles and requirements of G. Schmid GmbH with regard to responsibility for people and the environment. G. Schmid GmbH hereby declares:

Compliance with laws, ordinances and regulations

To comply with the laws, ordinances and regulations of the applicable legal systems.

Prohibition of corruption and bribery

Not to tolerate any form of corruption or bribery and not to engage in it in any way, directly or indirectly.

Fair competition, antitrust and intellectual property rights

Act in accordance with competition laws and not engage in price fixing, market or customer allocation, market fixing or bid rigging.

Conflicts of interest

Avoiding any conflicts of interest that could adversely affect business relationships.

Respect for the fundamental rights of employees

- To promote equal opportunities and equal treatment of its employees regardless of their skin color, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, gender or age

- To provide adequate wages and to guarantee the statutory national minimum wage and to comply with the statutory maximum working hours

▪ To the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members of workers' organizations or trade unions.

Privacy

To respect and protect personal data and privacy of individuals.

Handling information, trade secrets and data

To maintain secrecy towards anyone about the trade and business secrets that have been entrusted or that have otherwise become known, also from suppliers, customers and other third parties, as well as about circumstances and matters of the organization and its employees that are to be treated confidentially.

Ban on child labor

Not to hire any workers who are not at least 15 years old or to comply with the prohibition of child labor according to the ILO conventions.

Health and safety of employees

▪ To take responsibility for the health and safety of its employees

▪ Containing risks and ensuring the best possible precautionary measures against accidents and occupational diseases.

Observance

All employees have taken note of this code of ethics and conduct and, without exception, comply with it in their work.

Ambiguities

Any questions are addressed to the supervisor, who answers them and treats them confidentially.

Supply Chain

Our suppliers are required to implement the principles of ethics and conduct and to demand compliance from their suppliers as well.

Actions for non-compliance

Violations of this Code must be reported to the supervisor or management, who will keep the information confidential.

In the event of behavior that is inconsistent with the Code, appropriate disciplinary measures (admonition, warning or termination) will be initiated in consultation with management, depending on the severity.

If a business partner fails to comply with the Code, a discussion will be held to urge remedy. Depending on the severity of the violation, non-compliance may result in termination of the business relationship.