



ISABELLENHÜTTE

Managing Board

CODE OF CONDUCT

Acting responsibly and sustainably has always been part of Isabellenhütte's corporate culture. Due to the increasing size of the company and the growing internationalization, it is now very important to communicate this culture and thus convey it to every employee and business partner of Isabellenhütte.

1. Basic understanding of social Responsible corporate governance

Below you will find the current Code of Conduct (CoC). Isabellenhütte has decided not to go its own way here, but to adopt the industry standard. This CoC is based on a common basic understanding of socially responsible corporate governance. For Isabellenhütte, this means that it assumes responsibility by considering the consequences of its business decisions and actions from an economic, technological, social and ecological point of view and by achieving an appropriate balance of interests. Within the scope of its respective possibilities and scopes of action, Isabellenhütte voluntarily contributes to the well-being and sustainable development of global society at the locations where it operates. In doing so, it is guided by universally applicable ethical values and principles, in particular integrity and integrity and respect for human dignity.

2.Scope

2.1 This CoC applies to all subsidiaries and business units of Isabellenhütte worldwide.

2.2 Isabellenhütte undertakes to promote compliance with the contents of this CoC also among its suppliers and in the wider value chain within the scope of its respective possibilities and in compliance with all requirements of the Supply Chain Act.

3. Key points of socially responsible corporate governance

Isabellenhütte actively works to ensure that the values and principles mentioned below are observed and adhered to in the long term.

3.1 Compliance with the law

Isabellenhütte complies with the applicable laws and regulations of the countries in which it operates. In countries with weak institutional frameworks, it carefully examines which good business practices from its own home country should be applied in a supportive manner for responsible corporate governance.



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3.2 Integrity and Organizational Governance

3.2.1 Isabellehütte bases its actions on generally applicable ethical values and principles, in particular integrity, integrity, integrity, respect for human dignity, openness and non-discrimination of religion, ideology, gender and ethics.

3.2.2 Isabellehütte rejects corruption and bribery within the meaning of Article 2 of the relevant UN Convention. It promotes transparency, integrity and responsible management and control in the company in an appropriate manner.

3.2.3 Isabellehütte pursues clean and recognized business practices and fair competition. In competition, it is geared towards professional behavior and quality-oriented work. It maintains a cooperative and trusting relationship with the supervisory authorities. Isabellehütte also adheres to the guidelines published by the ZVEI: 'Guidelines for our association's work - Advice for acting in compliance with antitrust law in the ZVEI'.

3.3 Consumer interests

As far as consumer interests are concerned, Isabellehütte adheres to consumer protection regulations as well as appropriate sales marketing and information practices. Particularly vulnerable groups (e.g. youth protection) receive special attention.

3.4 Communication

Isabellehütte communicates openly and in a dialogue-oriented manner about the requirements of this CoC and its implementation to employees, customers, suppliers and other interest and stakeholder groups. All documents and records are dutifully created, not altered or destroyed unfairly and stored properly. Trade secrets and business information of the partners are treated sensitively and confidentially.

3.5 Human rights

The Isabellehütte is committed to the promotion of human rights. It respects human rights in accordance with the UN Charter of Human Rights, in particular the following:

- 2003 United Nations Convention against Corruption, in force since 2005
- Universal Declaration of Human Rights, UN Resolution 217 A (III) of 1948

3.5.1 Privacy

Protection of privacy.

3.5.2 Maintaining health and safety at work, in particular ensuring a safe and healthy working environment to prevent accidents and injuries.

3.5.3 Harassment

Protect employees from corporal punishment and from physical, sexual, psychological, or verbal harassment or abuse.



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3.5.4 Freedom of expression

Protecting and granting the right to freedom of opinion and expression.

3.6 Working conditions

Isabellenhütte complies with the following core labor standards of the ILO:

ILO = International Labor Organization = International Labor Organization

3.6.1 Child labor

The prohibition of child labour, i.e. the employment of persons under the age of 15, provided that local legislation does not set higher age limits and that no exceptions are allowed.

3.6.2 Forced labor

The prohibition of forced labor of any kind.

3.6.3 Remuneration

Labor standards relating to remuneration, in particular the level of remuneration in accordance with applicable laws and regulations.

3.6.4 Workers' rights

Respect for workers' rights to freedom of association, freedom of association, collective bargaining and collective bargaining, to the extent permitted and possible by law in the country concerned.

3.6.5 Prohibition of discrimination

Non-discriminatory treatment of all employees.

3.7 Working hours

Isabellenhütte complies with the labor standards regarding the maximum permissible working hours.

3.8 Environmental protection

Isabellenhütte complies with the regulations and standards for environmental protection that affect its respective operations and acts in an environmentally conscious manner at all locations.

It also deals responsibly with natural resources in accordance with the principles of the Rio Declaration (the 27 principles of the Rio Declaration on Environment and Development" from 1992).

3.9 Civic engagement

The Isabellenhütte contributes to the social and economic development of the country and the region in which it operates and promotes corresponding voluntary activities of its employees.



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4. Implementation and enforcement

Isabellenhütte makes all appropriate and reasonable efforts to continuously implement and apply the principles and values described in this CoC. Upon request and within the framework of reciprocity, contractual partners should be informed about the essential measures so that it becomes comprehensible how compliance with them is generally ensured. There is no entitlement to the disclosure of trade and business secrets, information related to competition or other information worthy of protection.

This basic orientation has always been present in the extensive company history of the Isabellenhütte. For Isabellenhütte, innovation by tradition means: it was, it is and it will be a reliable and competent partner. Reliability is the hallmark of the Isabellenhütte and it has kept its promises for over 500 years.

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