

# CODE OF CONDUCT

BONDING – MORE  
THAN MATERIALS



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## FOREWORD

In this Code of Conduct, we summarize the most important points for us in terms of ethics, responsibility and Christian values.

They are based on broadly accepted standards and the principles of the UN Global Compact. Integrity is of core importance to Herrmann Ultraschall. We are committed to ensuring that our business partners share our commitment to upholding

similar ethics and standards, as well as fulfilling all relevant legal requirements. This Code is addressed to all employees, business partners and suppliers of Herrmann Ultraschall. Our goal is to ensure that both ourselves and our business partners act sustainably, fairly, and in accordance with the principles of a trusting, mutually cooperative relationship based on equal footing.


  
 Thomas Herrmann      André Deponte



**WE DON'T JUST  
WANT TO CONNECT  
MATERIALS, WE  
WANT TO CONNECT  
THE PEOPLE  
BEHIND THEM**





# OUR CORPORATE CULTURE

We don't just want to connect materials, we want to connect the people behind them. From customers, partners and suppliers to employees, their families and our communities, we want to build strong, long-term connections with everyone we come

into contact with. **BONDING – MORE THAN MATERIALS** is our guiding principle that unites us and drives us to perform at our best every day. It is the reason why our customers trust us. It is our WHY. In order to inspire customers, we

must first inspire ourselves. That is why we have committed ourselves to collective values and standards that enable productive, fair and meaningful cooperation: Integrity, Respect, Passion and Resilience. The following principles apply:

## INTEGRITY

The foundation of our interactions is honesty, reliability and trust.

## RESPECT

Mutual understanding, kindness and genuine appreciation are the basis of all our relationships.

# BONDING – MORE THAN MATERIALS

Our internal motivation fuels our drive for excellence. We are excited about implementing sustainable ultrasonic welding solutions for our customers.

## PASSION

Our cause empowers us to face the brutal facts with a firm belief in a good outcome. This spirit and conviction only make us stronger.

## RESILIENCE

**„IN ORDER TO INSPIRE CUSTOMERS, WE FIRST HAVE TO BE INSPIRED OURSELVES.”**





# OUR WHY



## CULTURE JOURNEY

Our **WHY** and our values are key components of our cultural change - the Culture Journey. The objective of this company-wide initiative is to implement and uphold a corporate culture based on shared values, ultimately inspiring both our team members and our customers. Selected employees serve as 'Sherpas' to their colleagues on this journey providing guidance through regular workshops known as 'Culture Journey Camps', as well as in day-to-day business life.

With the help of our Culture Journey, we strengthen our team structure and foster an open, 360° feedback culture. We firmly believe that our Culture Journey cultivates a positive work environment, empowering each employee to develop and grow to the best of their ability within their respective areas of expertise.





# HUMAN RIGHTS AND WORKING CONDITIONS

We respect internationally applicable human rights. We also expect our business partners to respect human rights and are committed to ensuring that these are consistently implemented within our supply chain.

With this Code, we ensure that all employees and business partners of Herrmann Ultraschall are aware that harassment and discrimination are unacceptable practices and are not compatible with our corporate standards.

We support the abolition of child labor and all forms of forced labor and reject all forms of human trafficking and modern slavery. We are committed to not promoting any business who engages in such practices.

Another key principle is ensuring equal rights and fair treatment of all employees. We do not tolerate discrimination on the basis of national or ethnic origin, skin color, gender, religion, disability, sexual orientation or political beliefs, whether through language or actions. We are also

committed to equal treatment when selecting business partners within our supply chain.

We comply with applicable standard work hours, overtime, and minimum wage regulations and require all business partners to observe the relevant regulations and laws.

We prioritize the health and safety of our employees, striving to prevent injuries and illnesses through comprehensive training and the implementation of an occupational safety management system.

At Herrmann Ultraschall, we are committed to paying fair and appropriate wages in each country where we operate.

These include the statutory minimum wage as well as the assumption of any additional costs required to carry out the work. Reducing wages as a disciplinary measure is fundamentally unacceptable.

We expect our business partners to recognize and adhere to these principles.

**„ANOTHER KEY PRINCIPLE IS ENSURING EQUAL RIGHTS AND FAIR TREATMENT OF ALL EMPLOYEES.”**



## LAW AND ETHICS

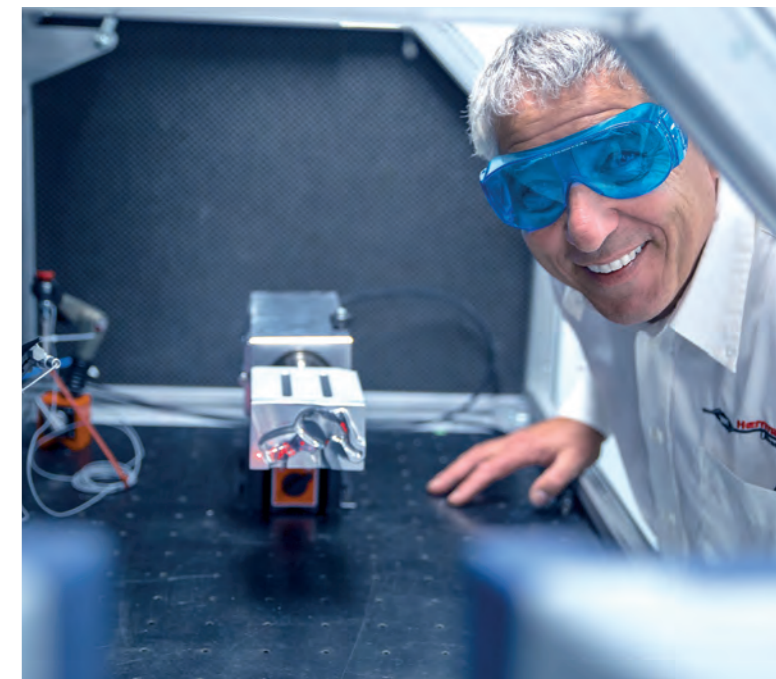
We are opposed to all forms of corruption, including extortion and bribery. This means that we neither use these means ourselves nor promote or tolerate them.

Business actions and purchasing decisions should be made free of personal interests and extraneous considerations. We do not accept any such misconduct and take consistent action in the event of violations.

Conflicts of interest can arise if financial, personal, social or political interests conflict with those of our company. As a matter of principle, employees will avoid activities that lead to conflicts of interest. Existing conflicts of interest are reported to the HR department and the line manager with the intent of finding an appropriate solution.

We respect fair competition and are committed to adhering to applicable antitrust and competition laws. We also expect our business partners to behave fairly and ethically in competition and in compliance with all relevant laws.

We are committed to complying with the regulations and laws regarding the protection and processing of personal data. In addition, we treat all information and data in accordance with legal requirements and contractual agreements as well as their classification and take appropriate protective measures to ensure that data is always protected against unauthorized access.



**„WE RESPECT FAIR COMPETITION AND ARE COMMITTED TO ADHERING TO APPLICABLE ANTITRUST AND COMPETITION LAWS.”**





## SOCIAL COMMITMENT

As a locally rooted company with global locations, we are aware of our responsibility for people not only in our region, but also all around the world. This is why we support regional and international initiatives that serve to protect the environment or promote social cohesion through the “Herrmann Cares” initiative.

By being close to people and projects, we can ensure that our donations are used effectively where they are needed. They are intended to support people who have fallen on hard times through no fault of their own and who need fair opportunities so that they can once again participate in society on an equal footing. This is also the aim and expression of our WHY “BONDING – MORE THAN MATERIALS”.

Beyond our social initiatives, we also encourage voluntary efforts within the local community. We recognize that many initiatives aimed at promoting the common good and improving health rely solely on voluntary and unpaid work. This is why we provide an annual grant to employees who volunteer, providing them with financial support for their associations and organizations.





# ENVIRONMENTAL AND CLIMATE PROTECTION

We at Herrmann Ultraschall are aware of the importance of environmental and climate protection in the context of our business activities. Responsibility for the environment is an essential part of our corporate philosophy. We firmly believe that adopting sustainable practices is not only crucial for our company but also for society.

We are committed to promoting environmental protection, complying with legal norms and standards and minimizing environmental pollution.

In addition, we are actively fostering environmental awareness within our surroundings and continuously improving environmental protection by utilizing natural resources (e.g. water, energy sources, and raw materials) appropriately and sparingly.

With the same objective, we at Herrmann Ultraschall promote the development and dissemination of environmentally friendly technologies and innovations. With our resource-saving and reliable ultrasonic technology, we support our customers in achieving their sustainability goals by reducing their waste, material usage and energy consumption.

We also expect our business partners to act in an ecologically responsible manner.

**„HERRMANN ULTRASCHALL PROMOTES THE DEVELOPMENT AND DISSEMINATION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES AND INNOVATIONS.“**







## SUSTAINABLE PROCUREMENT

We stand for honest and fair cooperation along the entire value chain.

All direct suppliers receive the Supplier Code of Conduct and are requested by Herrmann Ultraschall to confirm and comply with all its contents. We expect our suppliers to act in accordance with the principles described in this Code of Conduct, to respect applicable laws and to demand the same from their upstream suppliers.

When selecting future suppliers of Herrmann Ultraschall, the willingness to comply with the requirements described in this Code of Conduct is a decisive factor. In an existing business relationship, compliance with our ESG guidelines is confirmed on a random basis by means of supplier audits.

**„WHEN SELECTING FUTURE SUPPLIERS OF HERRMANN ULTRASCHALL, THE WILLINGNESS TO COMPLY WITH THE REQUIREMENTS DESCRIBED IN THIS CODE OF CONDUCT IS A DECISIVE FACTOR.“**



## GLOBAL IMPLEMENTATION OF THE CODE OF CONDUCT

Our playing field is an integral part of our corporate culture, demonstrated throughout all the company's global locations to ensure our values remain at the forefront of our minds.

All employees are obliged to comply with this Code of Conduct and receive regular training.

In the event of violations or deviations from the principles described in this Code of Conduct, employees can contact the responsible manager, the Employee Council or an external reporting office anonymously and confidentially in accordance with

the guidelines of the Whistleblower Protection Act. The reporting office collects incoming information and reflects this anonymously back to management so that we can take appropriate action on the part of the company.

We at Herrmann Ultraschall are firmly convinced that compliance with this Code of Conduct forms the foundation for harmonious cooperation based on a Christian value system. By observing the rules of conduct in their daily work, every employee not only contributes to the company's success, but also to a fair and more sustainable society.

**„AT HERRMANN ULTRASCHALL, WE ARE FIRMLY CONVINCED THAT COMPLIANCE WITH THIS CODE OF CONDUCT FORMS THE FOUNDATION FOR VALUE-ORIENTED, HARMONIOUS COOPERATION.”**



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76307 Karlsbad  
Germany

RESPONSIBLE FOR THE CONTENT  
Thomas Herrmann

