



Code of Conduct

Date: 01 September 2025

Preamble

Techflex Germany GmbH sees itself as part of an internationally interconnected economy and operates at its site in Kürten. Our company follows the fundamental understanding of the “honorable merchant” and acknowledges its responsibility.

- We observe the direct and indirect effects of our business activities on the environment and society and strive to balance economic, ecological, and social interests appropriately.
- Techflex Germany GmbH acts in accordance with generally accepted values and principles, complies with the law, and particularly respects internationally recognized human rights and labor standards as outlined below.

If existing national regulations conflict with the contents of this Code of Conduct or if the domestic context makes full compliance impossible, we will seek ways to uphold the requirements of the Code of Conduct as far as possible.

Ethical / Moral Obligation and Integrity

Techflex Germany GmbH pursues only legal business goals and practices and maintains business relationships only with reputable partners. We act fairly and appreciatively toward business partners and customers and respect different legal, economic, social, and cultural backgrounds.

Techflex Germany GmbH supports free and fair global trade.

Corruption, Trade Control, Money Laundering

We reject all forms of bribery and corruption. This includes avoiding even the appearance of such conduct—whether in the form of granting or accepting improper advantages. Techflex Germany GmbH acts in accordance with applicable import and export control regulations and complies with legal requirements for the prevention of money laundering.

Fair Competition

We advocate for free and fair competition and do not tolerate anti-competitive agreements. We reject competitive advantages gained through unfair business practices.

Handling of Personal Data, Protection of Confidential Information and Intellectual Property

Techflex Germany GmbH respects the personal rights of its employees, business partners, and customers and complies with applicable legal and regulatory requirements for the processing of personal data and information security.

Entrusted trade secrets and other confidential information of business partners and customers are protected against unauthorized acquisition, use, and disclosure—at least in accordance with the relevant legal provisions for the protection of trade secrets.

Furthermore, we respect the intellectual property of our business partners, customers, and other third parties and ensure that adequate measures are taken to protect intellectual property rights when exchanging know-how and technologies.

Safeguarding Consumer Interests

Where Techflex Germany GmbH's products and services affect consumer interests, appropriate measures are taken to ensure the safety and quality of those products or services. It is ensured that the products or services comply with the relevant consumer protection laws. In the context of information and sales activities, Techflex Germany considers consumer interests by applying legal requirements for fair business, marketing, and advertising practices and consumer education.

Environmental and Climate Protection

Techflex Germany GmbH fulfills its ecological responsibility by applying applicable legal requirements and recognized standards for the protection of the environment and climate. We work to continuously reduce the negative environmental and climate impacts of our business activities.

Human Rights and Labor Standards

Human dignity is inviolable. Therefore, we respect internationally recognized human rights as set out in the Universal Declaration of Human Rights of the United Nations.

Employment Relationships

Techflex Germany GmbH treats its employees with appreciation. We reject any form of unlawful punishment, abuse, harassment, intimidation, or other degrading treatment of employees. All employment relationships are subject to applicable labor law, and we expect the same from our contractual partners.

Rejection of Child Labor and Protection of Young Workers

We do not tolerate child labor and comply with the applicable legal minimum age for employment. Internships are organized in accordance with legal requirements. We expect our contractual partners to have appropriate means of verifying age to prevent child labor. If child labor is identified, all necessary measures must be taken immediately to prioritize the well-being, protection, and development of the child. For persons under 18 years of age, the rights of young workers must be respected; they may only be employed if it is ensured that the working and employment conditions do not endanger their health, safety, or morals, nor harm their development.

Rejection of Forced Labor

Techflex Germany GmbH rejects all forms of forced or compulsory labor. This includes all forms of debt bondage, servitude, slavery or slavery-like practices, human trafficking, and any other form of involuntary labor or services that are incompatible with internationally recognized labor and social standards.

Principles of Remuneration

Techflex Germany GmbH applies legal or—where applicable—collective bargaining provisions when remunerating work. It is ensured that employee compensation does not fall below the applicable statutory, collectively agreed, or industry-standard minimum wage.

Working Hours

Techflex Germany GmbH applies the legal or applicable collectively agreed provisions on working hours, including overtime, rest breaks, and vacation. Care is taken to ensure that the regular weekly working hours plus the maximum permissible overtime are not exceeded and that working time regulations are observed.

Diversity and Inclusion, Prohibition of Discrimination

Techflex Germany GmbH values the diversity of its employees and promotes a work environment that enables inclusion. We are committed to equal opportunities and reject all forms of discrimination and unequal treatment based on national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion, or belief.

Health and Safety at Work

Techflex Germany GmbH complies with national and international occupational health and safety standards. A safe and health-promoting working environment is ensured (avoiding accidents, injuries, and work-related illnesses) to protect the safety and health of its employees and third parties.

Techflex Germany GmbH

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