

# Technicon Design

Technicon Design has made a commitment to sustainable, transparent and responsible management. We practice Group-wide sustainability coordination and forward-looking risk management and ensure a clear framework for the future-oriented handling of environmental issues, responsibility towards our employees and social engagement in the various regions of our work.

Voluntary undertakings and principles that apply across the Group form the basis and backbone of our strategic sustainability objectives.

## **Cooperation**

Our policy is based on national and international provisions and conventions, and internal standards and values. Our values are based on the principles of the United Nations Global Compact, the International Chamber of Commerce's Business Charter for Sustainable Development, and the relevant conventions of the International Labour Organisation, and are supplemented the Group's Quality Policy and its Quality Management System.

Our goal is to conduct successful and sustainable business activities, and to guarantee the quality and value of our products and services. Technicon Design's business partners play an integral part in the success of the Group. Cooperative conduct results in enduring business relationships which are mutually beneficial. This is why Technicon Design puts great emphasis on the close cooperation with its business partners. The values underlying our collaboration are integrity, fairness, transparency and partnership.

Technicon Design stands for reputable and honest business dealings in the course of everyday business which comply with the relevant rules and regulations. Technicon Design is committed to human rights, health and safety at work, environmental protection and combatting corruption.

Our sustainability policies apply to all business relationships between Technicon Design Group and its business partners.

## 1. Environmental protection

Technicon Design works with clients and business partners throughout the world. Technicon Design takes responsibility for continually improving the environmental compatibility of its services as well as for reducing the demands made on natural resources, whilst taking economic factors into account.

In addition, Technicon Design complies with the following:

- It is the declared aim of Technicon Design in all its activities to restrict the environmental impact to a minimum and to make its own contribution to resolving environmental problems at regional and global level.
- The Management of Technicon Design shall, at regular intervals, check that the company's environmental policy and objectives are being observed and that the Environmental Management System is working properly. This shall include evaluation of any recorded environmentally relevant data.
- In keeping with their duties, all Technicon Design employees are informed, trained and motivated in respect of environmental protection. They are under obligation to implement these principles and to comply with statutory provisions and official regulations as these apply to their respective activities. Active approach to ecological challenges
- Ecological challenges are tackled with due care and with foresight. Measures are taken to ensure that environmental issues are dealt with in a responsible manner. The objective is to develop and disseminate environmentally friendly technologies.
- Avoiding waste, re-using resources and recycling, as well as the safe, environmentally friendly disposal of residual waste are taken into account during the development and service life of products, and during the development and execution of services and other activities.

## **2. Employee rights**

For Technicon Design, the observance of internationally recognised human rights forms the basis of all business relations. In particular, the following regulations are heeded alongside the labour law of the country in which we operate.

### **Freedom of association**

The basic right of all employees to form trade unions and employee representations and to join them is recognised. In countries where this right is restricted by local laws, alternative legitimate options for employee participation are supported.

### **No discrimination**

We offer equal opportunities for everyone. We do not discriminate or tolerate discrimination on grounds of ethnic or national origin, sex, religion, views, age, disability, sexual orientation, skin colour, political views, social background or any other characteristics protected by law. We embrace diversity, actively encourage inclusion and create an environment that fosters each employee's individuality in the interests of the Company.

### **Human Rights**

We respect, protect and promote all regulations in force to protect human rights and children's rights (hereinafter called human rights) as a fundamental and general requirement throughout the world. We reject all use of child labour and forced or compulsory labour as well as all forms of modern slavery and human trafficking. This applies not only to cooperation within our Company but also as a matter of course to the conduct of and toward business partners

### **Compensation and benefits**

The compensation and benefits paid or received for a normal working week correspond at the very least to the legally valid and guaranteed minimum. Where legal or collective bargaining agreements do not exist, compensation and benefits are based on industry-specific collective agreements customary to the respective location that ensure an appropriate standard of living for the employees and their families.

### **Working hours**

Working hours correspond at least to the respective national legal standards or the minimum standards of the respective national economic sectors.

### **Occupational health and safety**

Technicon Design complies at least with the respective national standards for a safe and hygienic

working environment and takes appropriate measures to guarantee health and safety at the workplace so that good working conditions are ensured.

### **3. Transparent business relationships**

#### **Avoiding conflicts of interest**

Technicon Design and its business partners make decisions solely on the basis of objective criteria which are not influenced by personal interests or relationships.

#### **Combatting corruption**

Technicon Design supports national and international efforts to protect competition from the distorting effects of corruption, and rejects all corrupt practices and forms of behaviour which could damage the company. Technicon Design rejects all forms of facilitation payments (payments to speed up the performance of routine tasks by officials). Technicon Design ensures that its employees, subcontractors and representatives do not grant, offer or accept bribes, facilitation payments, inadmissible donations or other inadmissible payments or undue benefits to or from customers, officials or other third parties.

### **4. Fair market behaviour**

#### **Free competition**

Technicon Design complies with all applicable competition and antitrust laws. In particular, Technicon Design will not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market position.

#### **Import and export controls**

Technicon Design complies with all valid and applicable laws when importing and exporting goods and services.

#### **Money laundering**

We carefully check the identity of customers, business partners and other third parties with whom we wish to do business. It is our declared aim to conduct business solely with reputable partners who operate in line with legal provisions and who use resources from legitimate sources.

We assign incoming payments to the corresponding services without delay and post them accordingly. We ensure transparent and open cash flows