

CODE OF CONDUCT REGARDING ENVIRONMENTAL, ENERGY, AND SUSTAINABILITY POLICIES

FOR EMPLOYEES, CUSTOMERS, AND BUSINESS PARTNERS OF S.K.H. SCHALTANLAGENBAU UND INDUSTRIEMONTAGE GMBH

I. ENVIRONMENTAL AND CLIMATE PROTECTION AS WELL AS ENERGY EFFICIENCY ARE IMPORTANT CORPORATE GOALS

S.K.H. Schaltanlagenbau und Industriemontage GmbH (hereafter referred to as “S.K.H. GmbH”) and their business partners consider the protection of environment and climate as well as the responsible use of energy and resources important corporate goals and part of the sustainable business strategy.

S.K.H. GmbH’s environmental and energy management as well as the partner companies’ operational protection of the environment are continuously improved to minimize environmental effects in an ecologically, economically, and socially acceptable way, save resources, and protect the diversity of the natural livelihood.

II. WE PROMOTE ENVIRONMENTALLY FRIENDLY AND ENERGY-EFFICIENT PRODUCTS AND SERVICES

When developing new products and services, selecting suppliers and products for procurement, and carrying out operational processes, we always make sure that all resulting impacts on the environment and the amount of energy and natural resources used are kept as low as possible. We achieve this by realizing our own targets for protecting the environment and saving energy, and by working closely with our clients and suppliers as well as public and private institutions.

III. PROTECTING THE ENVIRONMENT, SAVING ENERGY, AND CONSERVING RESOURCES – A JOINT UNDERTAKING

Our managers and employees contribute significantly to protecting the environment and using energy and resources efficiently. By offering regular training programs to our employees at all levels, sharing information with our contractual partners, and providing the required resources, we motivate our managers, employees, and contractual partners to actively participate in realizing our environmental and energy goals.

IV. WE ADHERE TO OUR COMMITMENTS

Our managers and employees systematically determine the aspects of their activities, products, and services relevant to environment and energy. This includes, above all, the fields waste and recycling, air, noise, energy and climate as well as soil, water, conservation, and biodiversity. In this context, we consider risks that might affect the environment and energy consumption, and

determine measures to avoid failures in operating processes with adverse effects on our performance to protect the environment or save energy. By conducting regular checks, we ensure the compliance with applicable legal regulations and other requirements.

V. RESPONSIBLE CHEMICALS MANAGEMENT

Our managers and employees commit to handle chemicals and hazardous substances in a responsible manner, including the correct disposal. Environmentally dangerous chemicals are listed, monitored, and, if possible, substituted for more environmentally friendly alternatives.

VI. WE ENGAGE IN CONSTRUCTIVE DIALOG

To create transparency and a common understanding of our environmental and energy-related topics, we are in constant constructive dialog with our employees, clients, suppliers, and other contractual partners as well as official institutions, nongovernment organizations, interest groups, and the general public.

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