

# Code of Conduct of LaVision GmbH

## 1 Introduction/Preamble

LaVision GmbH (hereinafter referred to as "LaVision") is a leading global provider in the field of imaging (laser-based) flow measurement technology. The company's primary objective is to provide complete solutions for the scientific and industrial markets in the field of optical measurement technology. LaVision contributes with its innovations to the progressive development of imaging metrology, novel optical sensors, spectroscopic methods, lasers, measurement technologies and software tools.

LaVision is committed to ecologically and socially responsible corporate governance. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into our corporate culture. Furthermore, we strive to continuously optimize our business activities and our products and services in terms of sustainability and encourage all our employees to contribute to this in the sense of a holistic approach.

The Code of Conduct of LaVision GmbH (hereinafter referred to as "CoC") is based on the principles of nationally and internationally recognized standards for responsible corporate governance. These include, for example, national laws and regulations such as the Supply Chain Duty of Care Act (LkSG), which refers to the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD), as well as the labor and social standards of the International Labor Organization (ILO).

Every activity carried out for LaVision GmbH must be in accordance with this CoC and all laws, regulations, provisions and guidelines applicable to the respective activity. Our CoC applies to all employees and managers of our company. Our managers have the task of acting as role models and ensuring that they support employees in implementing the Code of Conduct on an ongoing basis. The management is committed to ensuring the necessary framework conditions for this.

### 1.1 Our mission statement (extract)

"We promise our customers outstanding technical and scientific expertise combined with the high, reliable quality of our products. We are committed to meeting binding obligations, such as legal and contractual requirements, keeping our promises and acting sustainably. Competitive quality products with a high degree of innovation and the systematic fulfillment of customer requirements are the cornerstones of our current and future successful corporate strategy. We are continuously improving, developing and testing the effectiveness of the necessary conditions in the workplace, in the organizational structure for optimal and efficient work processes and in our quality management system."

## 2 Our basic principles

We inextricably link our claim to conduct all business in an ethical and legally compliant manner with respect for human rights. In particular, LaVision expects all employees to comply with the following basic social and ecological principles.

### 2.1 Social responsibility

Our highly motivated employees work in a creative and attractive working environment with a good work-life balance, providing competitive quality products and services. The satisfaction of our employees and the necessary and sensible investments form the solid foundation for successful action for the benefit of our customers.

#### ▶ Respect for human rights

We are committed to strict compliance with applicable human rights. This includes compliance with the Youth Employment Protection Act, the prohibition of child

labor, forced labor, slavery and comparable exploitative work. Our employees are treated fairly, free from sexual harassment, physical abuse, mental or physical coercion or verbal abuse. We also respect the right of workers to freedom of association, to join trade unions, to appeal to workers' representatives or to join works councils.

▶ **Health and safety in the workplace**

We are committed to maintaining a safe and healthy working environment. By observing applicable occupational safety standards and obligations, we take the necessary precautions against accidents and damage to health that may arise in connection with our activities. These include safe work processes, appropriate checks, preventive maintenance and protective measures such as personal protective equipment, fire safety plans and emergency plans. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

▶ **Prohibition of discrimination**

Respectful and exemplary treatment of each other in our daily working lives is a top priority for us. We do not tolerate discrimination against employees in any form. This applies, for example, to discrimination based on ethnic, national or social affiliation, skin color, gender, religion, ideology, age, disability, pregnancy, sexual orientation and political views, as long as this is based on democratic principles and tolerance towards those with different opinions. The personal dignity, privacy and personal rights of each individual are respected.

▶ **Fair working conditions**

We comply with the applicable provisions of labor law. LaVision implements regulations on working hours, pay, vacation, sick leave, maternity leave, childcare and mobile working in such a way that employees can achieve a good work-life balance.

▶ **Complaints office**

LaVision has set up a reporting office for reports of criminal offenses, administrative offenses or other human rights or environmental violations. The requirements for this reporting office are set out in the Whistleblower Protection Act (HinSchG). Information can be submitted to LaVision via the following channels:

- *E-Mail to [beschwerde@lavisoin.de](mailto:beschwerde@lavisoin.de) or [complaint@lavisoin.com](mailto:complaint@lavisoin.com)*

## 2.2 Ecological responsibility

▶ **Compliance with legal requirements**

We are committed to complying with all legal requirements and other binding obligations relating to the environment and sustainability.

▶ **Increase energy and resource efficiency, reduce environmental impact**

We use environmental resources sparingly and avoid hazards for people and the environment. We optimize procedures and processes with the aim of reducing the use of raw materials, waste and greenhouse gas emissions. In the face of advancing climate change, we are constantly increasing the proportion of renewable energy and striving to continuously improve the energy efficiency of our processes and facilities.

We maintain an environmental management system with which we examine our environmental aspects and pursue targets to improve our environmental performance. This is part of a sustainability management system as part of which we plan to prepare a report in accordance with the DNK in the future. In doing so, we aim to work closely with our employees so that we can incorporate their individual contributions.

## 2.3 Ethical business conduct

We promise our partners fair cooperation for mutual benefit, joint further development of high-tech products and constructive collaboration in joint scientific projects.

- ▶ **Fair competition**

Employees ensure that their business practices are compatible with applicable antitrust and competition law. Employees do not enter into any unlawful agreements with competitors and do not engage in any activities that could unfairly affect competition. This includes, for example, price fixing or market sharing.

- ▶ **Export restrictions and sanctions control**

We are committed to unconditional compliance with all applicable export control and economic sanctions laws.

- ▶ **Integrity, taking advantage and conflicts of interest**

Our business activities are based on the highest standards of integrity. We pursue a zero-tolerance policy towards all forms of bribery, corruption, extortion and embezzlement. This applies to all activities between LaVision employees and employees or representatives of state, public, national or international organizations or other third parties, in both the public and private sectors. We try to recognize and avoid conflicts of interest in our business relationships.

Employees are obliged to comply with all locally applicable anti-bribery laws. Our financial transactions are recorded and audited.

- ▶ **Data protection**

We are committed to meeting the reasonable expectations of our clients, suppliers, customers, consumers and employees with regard to the protection of private information. Employees must comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transmitting and sharing personal information.

- ▶ **Confidentiality and intellectual property**

We respect intellectual property rights. Technology and know-how transfers must be carried out in such a way that the intellectual property rights of our customers, suppliers and other business partners are protected.