

Datum: 01.02.2026	Code of Conduct
Version: 00	
SAX Power GmbH	

Code of Conduct

Foreword

Dear Business Partner, Core values of our corporate culture include responsibility, integrity, and a strong sense of duty. We practice entrepreneurial freedom within the framework of clear rules—both locally and internationally. Our Code of Conduct forms the foundation for this and applies at all times and in all places. Sustainable success requires the participation of everyone. We therefore also expect our partners to uphold applicable laws and standards. Mutual respect, trust, and recognition are the cornerstones of our collaboration.

Let us uphold these values together.

SAX Power GmbH is committed to environmentally, socially, and ethically responsible corporate governance. Our employees also bear responsibility for ensuring that these principles are a lived part of our corporate culture. We continuously strive to further develop and improve our business practices, products, and services in line with sustainability.

This Code of Conduct sets out the fundamental principles and resulting requirements for our direct and indirect suppliers. It outlines their responsibilities toward people and the environment in the context of working with **SAX Power GmbH**. Compliance with all applicable laws, regulations, and standards is the indispensable foundation of our actions.

SAX Power GmbH declares:

1. Compliance with Legal Regulations

SAX Power GmbH is committed to full compliance with all applicable laws, regulations, and standards of the respective national and international legal systems.

2. Respect for Human Rights

We fully support and promote internationally recognized human rights.

3. Fair Business Practices

SAX Power GmbH is committed to fair, transparent, and lawful business practices. We expect our business partners to comply with all applicable national and international competition and antitrust laws. Any suspected violations will be promptly investigated and, if necessary, reported to the relevant authorities.

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4. Working Conditions

SAX Power GmbH ensures safe, healthy, and fair working conditions. Occupational safety and health protection comply with applicable legal and international standards. Working conditions are regularly reviewed, and appropriate measures are taken immediately in the event of violations. Legal regulations regarding working hours are observed. All employees are entitled to fair compensation, at least in accordance with applicable minimum wage requirements.

5. Non-Discrimination

SAX Power GmbH stands for equal opportunity and respectful interaction. Discrimination of any kind—whether based on ethnic origin, gender, religion or belief, disability, age, or sexual identity—is not tolerated. We actively work to prevent disadvantages and promote diversity.

6. Environmental Responsibility

Sustainability is a central aspect of our actions. **SAX Power GmbH** is committed to complying with all environmental laws and international environmental standards. An appropriate environmental management system is in place and continuously developed—particularly with regard to waste management and handling of hazardous substances. Our goal is to be responsible for consumption of raw materials and natural resources and improve our environmental performance.

7. Data Protection

The protection of personal data is a top priority **at SAX Power GmbH**. Data is handled confidentially, responsibly, and exclusively in accordance with applicable data protection laws and the principles of information security. The privacy of all individuals is respected. We ensure that personal data is effectively protected and used only for legitimate, clearly defined purposes.

8. Complaint Procedure

SAX Power GmbH ensures that all employees and external parties have the opportunity to report violations of this Code of Conduct through a protected and confidential process. All reports are taken seriously, investigated, and addressed with appropriate measures if necessary.

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9. Scope of Application

For further collaboration, the contracting parties agree to the validity of this Code of Conduct as a shared foundation and consider these principles binding for all future business relationships with **SAX Power GmbH**.

Date, Location

Signature

