

Corporate Principles

In these company principles, BORNIT-Werk Aschenborn GmbH has laid down its requirements and principles for cooperation with its business partners.

Our company is committed to the following values:

We maintain a humane and direct relationship with our employees (this term shall cover both female and male employees) and are fair in entrepreneurial competition. We take a responsible position in society and towards our environment.

Our actions are guided by the principles of good faith and are determined by personal responsibility, honesty, and loyalty.

We do not gain any advantages by conducting our business illegally or unethically. Rather, we ensure optimal customer benefit and long-term business success through innovation and high product and service quality.

We expect our business partners, namely our suppliers and service providers, to implement and comply with the principles set out in these Corporate Business Principles in all areas of business and to conduct.

1. Dealing with employees

Our business partners...

- promote equal opportunities and equal treatment and prohibit discrimination in the recruitment, promotion and employment of employees;
- respect recognised human rights;
- recognise the applicable laws on the formation of interest groups and on freedom of assembly and association;
- provide their employees with the benefits applicable to them by law or by collective agreement established by law.

2. Occupational health and safety

Our business partners are expected to protect their employees from work-related health and safety hazards and to create safe working conditions for them through preventive health and safety management.

In any case, our business partners shall comply with the locally applicable health and occupational safety measures for their employees.

3. Environmental protection

Our business partners undertake to comply with the environmental legislation and regulatory requirements applicable to their business activities.

As part of their business operations, they shall take appropriate measures to prevent or minimise adverse effects on the environment. This includes, in particular, the responsible use of natural resources, the prevention and proper disposal of waste, and – where relevant to the business activity in question – measures to reduce emissions and to use energy and other resources efficiently.

Where environmental or climate targets are set or corresponding statements are made, these must be based on a transparent and verifiable foundation. Misleading or unsubstantiated environmental claims must be avoided.

We expect our business partners to regularly review their environmental performance within the scope of their operational capabilities and to implement appropriate improvement measures.

4. Child labour

Our business partners reject child labour and any exploitation of children and/or young people. The minimum age for admission to employment must not be below the age at which compulsory schooling ends and in no case below 15 years of age. ILO exceptions apply. National standards for the protection of children and young people shall be complied with.

5. Forced labour

Our business partners do not tolerate any form of forced or compulsory labour, debt bondage, serfdom and slave labour as well as slavery; prison labour that violates human rights is also rejected. No employee shall be directly or indirectly coerced into employment through violence and/or intimidation. Employees shall be treated with dignity and respect. Employees may only be employed if they make themselves available for the work of their own free will.

6. Fair competition

Our business partners are committed to fair competition and fair contract design without any restrictions.

All agreements between companies, decisions by associations of companies and concerted practices, which have the purpose or effect of preventing, restricting or distorting competition, shall be prohibited, in particular including agreements with competitors for the purpose of market or customer allocation as well as agreements on prices or conditions.

7. Prevention of corruption

Our business partners ...

- do not tolerate any form of corruption or bribery, nor do they actively engage in such activities;
- ensure that they do not offer, promise or grant any improper advantages to our employees in order to influence their decision-making;
- avoid conflicts of interest that could lead to corruption risks.

8. Suppliers/Subcontracting

Our business partners ...

- shall pass on these corporate principles and requirements or equivalent principles to their suppliers and subcontractors and commit them accordingly;
- shall ensure that these corporate principles are also observed by their suppliers and subcontractors.

9. Data protection

Our business partners comply with all applicable laws on the protection of personal data, in particular of their business partners and employees.

10. Compliance with the Corporate Principles

Our business partners shall ensure that they comply with the principles set out in these Corporate Business Principles.

In the event of concrete suspicions of a violation of these Corporate Business Principles, our business partners should, if necessary, carry out an appropriate review or have such a review carried out and provide appropriate support.

If possible, we shall give our business partners the opportunity to implement appropriate remedial measures in the case of minor violations of these Corporate Business Principles. Any serious violation constitutes grounds for extraordinary termination of the existing contractual relationship.

In addition to our right to compensation, our business partners are obliged to indemnify us from all consequences of the violation of these corporate principles, in particular from fines, penalties as well as from claims of third parties or authorities.

Zwickau, 09/07/2026

Frank Metzner
Managing Director