

## Ludwig Meister Code of Ethics

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The exclusively masculine form was used for reasons of easier readability, whereby of course all genders are addressed equally.

## LUDWIG MEISTER Code of Ethics

LUDWIG MEISTER's vision is to enable innovation and success in the industry and to secure the future of people with an end-to-end networked supply chain.

Our expertise in technology, logistics and digitalization enables us to guarantee the optimal supply of our customers. In line with this mission, our operational ethos is based on core principles that go beyond mere compliance with laws and regulations.

We are committed to high ethical standards in our day-to-day business operations and place great emphasis on cultivating relationships based on trust, loyalty and long-term partnership with our customers, suppliers and employees.

We strongly believe in Corporate Social Responsibility (CSR) as an integral part of our corporate identity. We are convinced that CSR not only increases value, but also influences the decisions of our stakeholders, thus promoting a responsible business environment. To this end, we have developed an ethical framework that focuses on:

**Business Ethics:** Guided by integrity and transparency, we are committed to maintaining exemplary standards in our business operations.

**Respect for employees:** We invest in our workforce with the aim of creating an inclusive, rewarding and sustainable work environment.

**Environmental stewardship:** We are aware of our impact on the environment and strive to minimize negative impacts while maximizing positive contributions.

**Responsible sourcing:** Our sourcing practices are guided by our ethical principles, and we only work with suppliers who share our values.

Our governing and supervisory bodies are responsible for continuously updating and enforcing this Code and ensuring that its principles are applied consistently across the organization.

The Code serves as a living document that can be adapted to environmental conditions and is accessible to all stakeholders, from capital owners to external consultants.

## Section I: Principles of Ethical Conduct and Social Responsibility by LUDWIG MEISTER

### Basic principles

LUDWIG MEISTER is committed to a sustainable future for the industry and integrates various guidelines into its Code of Ethics, including principles of the United Nations Global Compact.

### Corporate Values and Purpose

The company's main goal is to enable a sustainable future for the industry in which it operates. Core values include responsibility, ethics, diversity, teamwork, passion and sustainability.

## **Corporate Governance Principles**

Corporate values and leadership principles form the guiding principle of our cooperation for sustainable corporate development. They guide all decisions and are the foundation of trust between our customers, employees and partners.

## **Legal and Ethical Conduct**

LUDWIG MEISTER strives to comply with all relevant laws and regulations and expects the same from its stakeholders. Integrity, transparency and fairness are of central importance.

## **Human Rights, Labour and Social Responsibility**

LUDWIG MEISTER attaches great importance to respect for human rights and fair working practices. These include the provision of a safe and respectful workplace, the absence of child or forced labour, respect for trade union rights, non-discrimination, and fair working hours and remuneration.

## **Responsibility for the environment**

LUDWIG MEISTER pursues a precautionary and proactive approach to environmental responsibility and the application of sustainable technologies.

## **Anti-corruption measures**

LUDWIG MEISTER has introduced policies against corruption in any form, including bribery and extortion.

## **Sustainability and Global Agendas**

LUDWIG MEISTER is guided by the United Nations' 2030 Agenda for Sustainable Development and is strongly committed to promoting these Sustainable Development Goals.

## **Section II: Employee Welfare, Safety and Professional Development**

### **General principles**

LUDWIG MEISTER prioritizes the well-being as well as the professional and personal development of its employees to ensure long-term stability and success.

### **Employee health and safety**

LUDWIG MEISTER invests in preventive measures for health and safety and ensures an appropriate working environment that meets legal standards.

### **Discrimination and harassment**

Discrimination and harassment in any form are strictly prohibited and there are mechanisms in place to report and address such incidents.

## **Employee well-being and psychosocial aspects**

The organization emphasizes psychosocial well-being and team cohesion and takes measures for the early detection of psychosocial risks.

## **Recruitment, career development and training**

Recruitment focuses on skills and behaviors rather than initial educational background. There are opportunities for professional development, and professional development is supported by targeted training and performance-based compensation.

## **Section III: Environmental Responsibility and Sustainable Practices**

### **General principles**

LUDWIG MEISTER is not only committed to sustainability within its industry, but also to a responsible approach to the environment. These commitments are in line with the organization's purpose and long-term goals.

### **Responsibility for the environment**

LUDWIG MEISTER actively strives to reduce its CO2 footprint and improve energy efficiency through a variety of initiatives. Another focus is waste management, with a focus on recycling and reprocessing materials.

### **Regulatory Compliance & Communications**

Compliance with all relevant environmental laws is a matter of course for us. LUDWIG MEISTER is committed to transparent communication about environmentally relevant product and service changes in our retail range.

### **International Reach and Collaboration**

The Code of Ethics applies universally to all subsidiaries, regardless of location. In addition, relations with public administrations are maintained on the basis of trust and legal compliance.

## **Section IV: Supplier Relationships, Customer Relations and Competitive Obligations**

### **General principles**

LUDWIG MEISTER is committed to dealing ethically and transparently with suppliers, customers and competitors. Mutual benefit, ethical compliance, and a focus on long-term relationships are key aspects of these interactions.

## **Responsible Purchasing**

LUDWIG MEISTER values fairness, transparency and trust in its relationships with suppliers and subcontractors, with the selection based on predefined criteria such as quality, environmental sustainability and social issues. Ethical compliance is mandatory for ongoing business relationships, and situations that could lead to conflicts of interest must be reported promptly.

## **Customer Relationships and Commitments**

The ultimate goal is customer satisfaction, which is achieved by providing high-quality products and services. Transparency and integrity in the dissemination of information are crucial, and LUDWIG MEISTER takes full responsibility for its obligations to customers. In order to meet this obligation, a quality management system is maintained.

## **Behaviour towards competitors and third parties**

Fair competition is safeguarded and any form of corruption, unfair dealing or market abuse is strictly prohibited. LUDWIG MEISTER has a clear policy on the exchange of gifts, charitable donations, and bribery, all aimed at maintaining the integrity of the company.

## **Section V: Compliance with the Code of Ethics**

### **Onboarding and communication**

LUDWIG MEISTER ensures that all employees know and understand the Code of Ethics. In addition, the firm disseminates the Code to business partners and makes it publicly available through appropriate channels, such as company databases and websites.

### **Implementation and monitoring**

The organization initiates measures and processes to ensure the integration of the Code of Ethics into all business areas. Compliance is monitored through continuous auditing, and the management team has the ultimate responsibility for effective implementation. Management's responsibilities include providing ethical leadership and safeguarding the interests of all stakeholders.

### **Professional and Ethical Responsibility**

Employees are required to act in accordance with the Code and are responsible for reporting any deviations from it. Management is committed to disseminating the Code of Ethics to all employees and will take appropriate corrective action in the event of non-compliance.

### **Corporate Image and Representation**

Employees are responsible for ensuring that the company's public image is in line with its philosophy. This responsibility extends to all forms of communication, including interaction with customers and suppliers, as well as digital communications and social media.

## **Section VI: Breach Notification and Contact Information**

### **Designated contact person for the Code of Ethics**

LUDWIG MEISTER has appointed a designated person as the contact person for all questions relating to the Code of Ethics. This person's contact information will be made available to all employees and will also be publicly disclosed.

### **Notification**

Employees are required to report serious violations of laws, internal rules or the Code of Ethics. These reports must be in writing and should be addressed to immediate supervisors, designated contact person or other authorised bodies within the company.

### **Whistleblower protection and investigations**

LUDWIG MEISTER has taken measures to protect whistleblowers from retaliation. The confidentiality of the whistleblower is guaranteed in accordance with legal obligations. Management is responsible for investigating suspected violations, and all employees are required to cooperate fully with such investigations.

### **Disciplinary measures and consequences**

Failure to comply with the Code of Ethics may result in disciplinary action, ranging from warnings to termination of employment, in accordance with applicable labor laws. In addition, LUDWIG MEISTER works exclusively with business partners who adhere to similar ethical standards and comply with existing laws. Non-compliance by a partner may result in the termination of the business relationship.

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*For security reasons, this document is unsigned and is valid even without a signature.*