

Code of conduct

Zismann Druckguss GmbH

Preamble

Zismann Druckguss GmbH is part of a globally active economy and is committed to its responsibility as a company. In addition to other corporate goals, we have adopted this Code of Conduct. Zismann Druckguss GmbH is aware of the impact of its business activities on the environment and society and strives to balance economic, ecological, and social concerns balance of interests. The Code of Conduct provides guidance on dealing with employees, suppliers, and customers, and supports ethical and legal behavior. In addition to internal regulations, national and international laws are of course observed.

Scope of application

Zismann Druckguss GmbH bases its actions on universally accepted ethical values such as integrity, credibility, and respect for human dignity. The rules of this code are binding and apply to all employees and the management of our company.

Laws

Zismann Druckguss GmbH observes and complies with all national and international laws and standards that apply to Zismann Druckguss GmbH.

Social and environmental responsibility

- Zismann Druckguss GmbH respects and accepts internationally recognized human rights as well as the prohibition of child labor and forced labor in any form.
- Zismann Druckguss GmbH does not tolerate any form of discrimination against employees in the workplace or against third parties.
- Equal opportunities and equal treatment of all employees are promoted.

Employee rights and remuneration

Employees' freedom of assembly and association is recognized.

Laws and labor standards regarding remuneration and working hours are observed.

Employment relationships

Zismann Druckguss GmbH treats its employees with respect and rejects any form of unlawful punishment, abuse, harassment, intimidation, or other undignified treatment. Employment relationships are governed by the applicable labor law, and employees are given a clear explanation of their working conditions (rights, obligations, working hours, etc.).

Employees have the right to terminate their employment relationship in compliance with the applicable notice period.

Occupational safety and health protection

Occupational safety and health protection are guaranteed by national laws and regulations. Risk assessments, fire safety measures, first aid, training, and equipment inspections minimize the risk of injury to employees.

Environmental and climate protection

Environmental and climate protection are important corporate goals!

Laws and international standards for climate and environmental protection are applied.

E.g.:

- Professional, responsible handling and disposal of hazardous substances
- Waste avoidance
- Minimization of emissions
- Conservation of natural resources
- Increasing energy efficiency and the share of renewable energies

Zismann Druckguss GmbH is committed to the goal of a climate-neutral future.

Fair competition

Zismann Druckguss GmbH is committed to fair competition and therefore opposes any agreements that conflict with this principle.

Corruption

Zismann Druckguss GmbH rejects any form of bribery and corruption and avoids even the appearance of attempting to exert influence by granting or accepting unfair advantages. Company management and employees must behave in such a way that no dependencies or obligations arise.

Business meals or events that are appropriate may be accepted or offered. This also applies to gifts.

Personal data

Zismann Druckguss GmbH respects the personal rights of its employees and business partners and complies with the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information.

Protection of confidential information and intellectual property

Zismann Druckguss GmbH protects trade secrets and other confidential information belonging to business partners and customers from unauthorized acquisition, use, and disclosure, in accordance with the legal provisions for the protection of trade secrets. Zismann Druckguss GmbH respects the intellectual property of business partners, customers, and third parties and ensures the protection of intellectual property when exchanging knowledge and technology.

Compliance with the Code of Conduct

This Code of Conduct is communicated to employees, customers, and other business partners and made public.

Compliance with the Code is monitored through appropriate controls. Any employee can report violations to the managing director, who will treat them as strictly confidential.

Violations may result in consequences under labor, criminal, and/or liability law.

Heiligenhaus, 18.09.2025
Zismann Druckguss GmbH

Ralf Herre
CEO