



## Code of Conduct of Guntermann & Drunck GmbH

Guntermann & Drunck was founded in 1985 and is now regarded as one of the foremost manufacturers of digital and analogue KVM solutions.

For more than 30 years our customers have been relying on our core competencies in extending, switching and distributing standardised computer signals.

Our strength is the trust placed in us by our customers, business partners, employees, suppliers and the public.

Ethical conduct and responsible business practices throughout the supply chain are fundamental to the sustainable economic success of Guntermann & Drunck GmbH.

However, we regard economic success and social responsibility as inseparable.

This aspiration also requires a zero-tolerance approach to bribery and corruption with regard to cooperation with our business partners.

That's why we strictly reject and do not tolerate corrupt and otherwise unlawful conduct.

In order to ensure mutual respect, honesty and fairness between colleagues and business partners, all employees must observe the binding rules of conduct stated in this Code of Conduct.

Particularly important to us are the core values

### **humanity, solidarity and responsibility.**

#### **1. Humanity**

All employees of Guntermann & Drunck GmbH respect human rights and, on the basis of accepted international laws and procedures, consider them to be generally valid and observe them.

Furthermore, we also respect the personal dignity, privacy and personality of employees, colleagues, customers, suppliers and other business partners.

Forced and child labour in any form is rejected in our company and by our business partners.

#### **2. Solidarity**

Within our company, it is important for us to create an environment that enables employees to work together in a respectful and trustful manner by recognising the dignity of each individual person.

We do not tolerate discrimination and mobbing. All employees treat their colleagues, customers, contractors and suppliers with courtesy, honesty and dignity.

Even when it comes to personnel decisions, e.g. recruitment, promotion or disciplinary measures, we do not discriminate against anybody.

No person will be treated less favourably than another person in a comparable position on grounds of nationality, sex, marital status or age, disability, religion or belief, sexual orientation or any other ground covered by the prohibition of discrimination.

Guntermann & Drunck GmbH complies with the valid regulations on working hours and makes sure that all employees receive adequate payment for their work.

### **3. Responsibility**

Environmental protection, health and safety at work are essential parts of our social responsibility. We consider it our duty to protect the environment for future generations and to comply with all applicable environmental protection laws and guidelines.

We therefore expect and support environmentally conscious actions from both our employees and our contractual partners.

We comply with site-specific laws and regulations on health and safety at work and actively optimize safety standards, because a healthy and safe working environment for our employees is a matter of course for us.

It is therefore the responsibility of the managerial staff to ensure that appropriate procedures and protective measures are in place to ensure health and safety in the workplace on the basis of national legislation.

31400000-0005

Rev 02

Siegen, 4th January 2021

Roland Ollek

---

CEO