



GMT-Code of Conduct

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VORWORT

This Code of Conduct has been set out to provide guidance. It defines the standards and values that GMT Guss + Maschinenteile GmbH ("GMT" for short), with its registered office in Bautzen, upholds in its relationships with employees, business partners, customers and third parties.

These standards are to be observed by our employees and our company.

We are a committed company and follow a long-term corporate philosophy to ensure steady, successful and sustainable business.

The following principles serve GMT and our employees and partners as guidance for successful collaboration.

PRINCIPLES

Entrepreneurial action

We want to empower each other to make independent decisions and to implement sustainable solutions. To this end, we set ourselves ambitious targets in order to realise our vision successfully.

Appropriate working environment

We support each other in realising our full potential.

Safety

The health of our employees is our highest priority. We therefore ensure a safe working environment in order to minimise the risk of accidents at work.

Openness and honesty

We maintain a trusting, honest relationship with each other within our company, and problems can be discussed openly.

COMMERCIAL ACTIVITIES

Products and safety

We organise extensive supply chains on behalf of our customers and on the basis of customer-specific documents. Our goal is to fulfil our customers' individual needs and to manufacture products to the highest standards of quality and safety together with our partners.

We are always mindful of the health of the employees involved in this process.

Avoiding conflicts of interest

We act in the interest of our company. Our decisions are based exclusively on professional criteria and are made in GMT's interest, free from unacceptable influence due to individual and personal interests.

Complying with the law

Compliance with the applicable laws and other legal regulations of the countries in which we operate is a given for us. We are familiar with the latest information on the applicable law and regulations and ensure that we comply with them. In cases of doubt, we seek qualified legal advice.

Tackling money laundering

At GMT, we assume responsibility for preventing money from illegal activities, such as fraud or drugs and arms trafficking, from entering the legal economy, and contribute towards this to the best of our abilities. To protect ourselves and others, we do not tolerate money laundering.

Tackling corruption

We do not tolerate any form of corruption. We choose the companies and people with which we do business solely on the basis of the quality of their offerings and on a shared understanding that bribery is not a means for doing and/or retaining business.

COLLABORATION

Human and workers' rights

GMT respects and protects human and workers' rights.
Good working conditions for all employees are paramount to us.

Occupational health and safety

At GMT, occupational health and safety is a fundamental component of our business processes.
The health and safety of our employees is of the utmost importance to us and takes precedence for the company.

Equality and non-discrimination

GMT believes in a culture of equal opportunity and mutual trust and respect. Our decisions during recruitment, appointment and promotion and with regard to employee development and salaries are made exclusively on the basis of our employees' qualifications and characteristics relevant to their professions. We do not tolerate any form of discrimination.

Diversity and inclusion

Diversity and inclusion are part of our corporate policy. We are convinced that having a diversity of opinions and talents enriches our company and will secure GMT's long-term success.

Alcohol and addictive substances

GMT takes its commitment to the health and safety of its employees very seriously. The consumption of alcohol and illegal drugs and the misuse of other substances are prohibited at all workplaces within the company.

Remuneration

GMT stands for the fair remuneration of employees.
General and individual decisions regarding remuneration must always follow our internal guidelines and processes and are communicated clearly to each employee.

COLLABORATION WITH OUR BUSINESS PARTNERS

Relationships with our business partners

GMT follows the principle that our business relationships and collaboration with all our partners must be based on compliance with the applicable laws and provisions, clear rules or agreements and on shared values.

COMMUNICATION AND INTERACTION

Conduct in the public sphere

All employees represent our company externally and strive to communicate the company's values. We therefore take care to ensure that public statements are seen to reflect our principles.

Hospitality

GMT values all the companies and people with which it does business in accordance with the applicable rules. If joint social events are associated with gifts for attendees or business meals, care must be taken to ensure that they are appropriate.

We can participate in events or accept gifts from companies with which we do business only if this is appropriate and does not appear questionable. We always ensure that we act in accordance with the laws and local traditions. Gestures of appreciation that are offered, accepted or given may neither be misused nor give rise to the appearance of misconduct.

Social responsibility

Awareness of our social responsibility forms part of how we see our company. We are committed to the communities in which we are represented. We believe in our employees' capabilities and that we can all contribute to strengthening the ties that hold communities together.

ENVIRONMENTAL RESPONSIBILITY

Environmental protection and environmentally friendly products and processes

GMT and its employees are aware that both the company and every single individual can contribute towards protecting our environment. Our actions therefore aim to minimise and mitigate the impacts of all activities on the environment.

PROTECTING THE COMPANY

Information security

GMT works with large amounts of information. Its use is a fundamental component of our supply chain. Regulations that are continually updated to current technological developments are in place to ensure appropriate protection for information and company documents.

Data protection

Trust is the basis for good relationships for GMT. GMT is aware that data protection strengthens trust and its long-term partnerships with its customers, suppliers and employees and with others. Protecting the data entrusted to GMT is therefore a given for us.

Implementation and enforcement

We will make appropriate and reasonable efforts to implement, document and apply the principles and values enshrined in this Code of Conduct at all times. All employees will be familiarised with the content of the Code of Conduct and given appropriate training on relevant issues in line with their needs. Violations of the Code of Conduct will not be tolerated and may have consequences under employment law.

Reporting violations

We provide our employees and business partners with access to a protected mechanism for reporting potential violations of the principles enshrined in this Code of Conduct. If you wish to report a concern, please contact Human Resources, either directly or anonymously.

Bautzen, den 28.02.2024

Wolfgang Wagner
Geschäftsführung



