



Code of Conduct

of EPI GmbH & Co. KG

Introduction

EPI GmbH & Co. KG is committed to fostering a respectful, ethical, and productive work environment. This Code of Conduct serves as a guide for the behaviors and practices we expect from our employees, business partners, and other stakeholders.

Values and Principles

Integrity: We always act honestly and with high moral integrity in all our business activities.

Respect: Every employee is treated with dignity and respect, regardless of gender, age, ethnicity, religion, or other personal characteristics.

Transparency: Open communication and transparency are essential parts of our corporate culture.

Responsibility: We take responsibility for our actions and their impact on society and the environment.

Code of Conduct Guidelines

1. Workplace Environment

We promote a work environment that is safe, respectful, and free from discrimination and harassment. Every employee has the right to a workplace where they feel secure and valued.

2. Business Practices

Our business practices are based on honesty and transparency. We comply with all applicable laws and regulations and expect the same from our partners and suppliers.

3. Conflicts of Interest

Employees should avoid potential conflicts of interest and always place the interests of the company above personal interests. Any such conflicts must be reported to management immediately.

4. Confidentiality and Data Protection

We respect the confidentiality of information and protect the data of our customers, employees, and business partners in accordance with applicable data protection laws.

5. Environmental Protection

EPI GmbH & Co. KG is committed to sustainable business practices and actively engages in environmental protection. We strive to minimize our environmental footprint through eco-friendly measures.

6. Ethics and Compliance

EPI GmbH & Co. KG expects all employees to maintain the highest ethical standards and to comply with all applicable laws and regulations. This includes avoiding corruption, bribery, and illegal activities.

7. Social Responsibility

We aim to achieve positive social impacts by promoting fair labor practices, contributing to the community, and supporting social initiatives. Every employee is encouraged to actively participate in charitable activities.

8. Health and Safety

EPI GmbH & Co. KG places great importance on the health and safety of its employees. We are dedicated to creating a safe work environment and ensuring that all workplaces meet current safety standards.

9. Training and Development

We encourage continuous learning and professional development. Every employee has access to training and development opportunities to enhance their skills and career prospects.



10. Fair Competition

EPI GmbH & Co. KG is committed to fair competition practices and rejects any form of unfair competition. We strive for integrity and fairness in all business relationships.

11. Prohibition of Child Labor

EPI GmbH & Co. KG does not tolerate any form of child labor. We are committed to complying with all international standards and legal regulations to prevent child labor, and to ensuring their application among our suppliers and business partners.



Responsibility and Reporting

Every employee is responsible for adhering to this Code of Conduct. Violations of this Code must be reported to management. We guarantee that every report will be treated confidentially and investigated without fear of reprisal.

Final Statement

This Code of Conduct is a living document that is regularly reviewed and adapted to current developments and legal requirements. We rely on everyone's commitment to live and promote these principles.

Date / Signature General Manager

8. Sept. 2025

P.W. Thun