

Code of Conduct

Dear business partners, customers and suppliers, dear readers,

Our work with plasma in surface treatment has revolutionised the way industrial processes are designed. We have made processes more sustainable, efficient and cost-effective, and have established ourselves as pioneers in the most advanced surface treatment.

As a global leader in the development and manufacture of atmospheric pressure plasma systems, we strive to continually redefine the boundaries of plasma technology whilst upholding the highest standards of environmental responsibility. At Plasmamatreat, innovation is a way of life.

As a family-owned business, we place great value on ethical, respectful, environmentally conscious, socially responsible and professional collaboration. Together, we have the opportunity to make not only our industry but also the world a better place.

We thank you for your contribution to our shared success.

Kind regards



Christian Buske



Lukas Buske



Magnus Buske

The role of the Code of Conduct in day-to-day business

This Code of Conduct sets out the standards that apply to each of us in our day-to-day business activities. As a responsible company, we set ourselves far higher standards, which you can find in our internal Code of Conduct. We expect our business partners, customers and suppliers to meet the standards set out here as a minimum.

Our Code of Conduct forms the basis of our corporate and collaborative culture, enabling us to have a positive impact on our community and the environment together.

Violations will not be tolerated and may result in the termination of the business relationship, as well as all contracts under it.

Compliance with applicable law

Compliance with all relevant laws and regulations forms the basis of all our actions. Ensure that you, as a company, and every individual employee, act in compliance with the law at all times.

This applies in particular, but not exclusively, to compliance with antitrust and competition law regulations for business relationships in horizontal and vertical contexts, as well as to export and import regulations.

Due diligence in the supply chain

Establish and maintain due diligence processes to identify, minimise and prevent environmental impacts and human rights violations within the supply chain.

Ensure compliance with all legal due diligence obligations throughout the supply chain.

SOCIAL STANDARDS

Human rights and equal opportunities

Compliance with human rights, in particular the prohibition of child labour, forced labour and (modern) slavery, is ensured throughout the entire value chain. Employees have the option to terminate their employment or employment relationship at any time. Discrimination against employees on the grounds of nationality, place of residence, skin colour, political views, gender, pregnancy, age,

religion, sexual orientation, physical or mental disability, or national or ethnic origin is not tolerated. Harassment of a personal, psychological or sexual nature is not tolerated. All employees are treated with respect and dignity at all times. Personal privacy is respected. Any form of discrimination is unacceptable.

Health and Safety

You take responsibility for the mental and physical well-being of your employees in their day-to-day work. You ensure health and safety at work, for example by taking preventive measures to avoid accidents.

Access to information at all times and regular training for employees on health and safety measures must be guaranteed. Drinking water and hygienic sanitary facilities must be freely accessible to all employees.

Working hours and remuneration

All employees are entitled to working hours, breaks and annual leave that are in line with industry standards, comply with the law and are properly regulated. Overtime is voluntary and does not exceed 12 hours per week.

Any overtime required is strictly within the limits permitted by law and contract. The standard weekly working hours per employee are regularly less than 48 hours. After six consecutive working days, at least one day off must be granted.

Complaints Management

You have established an effective system to give individuals and communities who may be affected by negative impacts to lodge a complaint or report an issue.

Freedom of association

All employees have the right to organise and join trade unions or the works council/employee representative body. No one may be discriminated against on the grounds of establishing, joining or being a member of such an organisation. Employee representatives must be granted free access to their colleagues to ensure that they can exercise their rights in a peaceful and lawful manner.

Handling of conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the company establishes processes in accordance with the guidelines of the Organisation for Economic Co-operation and Development (OECD) for fulfilling due diligence obligations to promote responsible supply chains for minerals from conflict-affected and high-risk areas, and expects the same from its suppliers. Smelters and refiners without adequate, audited due diligence processes should be avoided.

ENVIRONMENTAL STANDARDS

Energy efficiency and CO₂ emissions

Be aware of the impact of energy consumption and rely on energy-efficient technologies. Monitor and document your energy consumption and opt for energy-saving solutions wherever possible, also to reduce CO₂ emissions.

Waste prevention

Minimise your waste and prioritise the efficient use of raw materials and recycling. Ensure responsible disposal processes, particularly when handling environmentally hazardous substances.

Raw materials and resources

Ensure the responsible use of all resources and raw materials used in the value chain, including energy and water, and always keep an eye on reducing or avoiding these materials. Ensure that you and all your subcontractors demonstrably use only legally and sustainably sourced timber and timber products.

Emissions and Wastewater

All emissions (air and noise), as well as all wastewater, must be monitored and treated where necessary. Efforts must be made to minimise emissions and wastewater.

ETHICAL STANDARDS

Integrity and financial crime

Take a firm stand against all forms of embezzlement, theft, misappropriation, bribery, extortion, corruption, improper influence and the acceptance of undue advantage, as well as money laundering, tax evasion and other criminal financial transactions.

Ensure transparent, trustworthy, responsible, conscientious and sustainable business practices in compliance with all (antitrust) legal regulations and implement appropriate measures for monitoring and enforcement.

Data protection and the use of artificial intelligence (AI)

Ensure that personal data is handled responsibly, thereby safeguarding the privacy rights of your business partners, and provide your staff with regular training on data protection and data security. Relevant legal regulations governing the collection, storage, processing, transmission and disclosure of personal data must be observed.

You are responsible for ensuring that AI-supported developments comply with the law and for designing them to be reliable and free from discrimination. AI applications are always controlled by humans.

Intellectual property rights

Respect intellectual property rights and handle them with sensitivity at all times, ensuring that intellectual property rights and third-party business information are protected.

Technical Compliance

Business partners who supply materials, components, goods or services (including software, hardware and IT systems) that are incorporated into our products or used by us are obliged to ensure that all products supplied and services provided fully comply with the applicable legal, regulatory and other binding product requirements.

In particular, but not limited to, with regard to product safety, product compliance with the requirements we have set, product-related environmental protection, product

cybersecurity and data protection, and compliance with intellectual property rights.

You undertake to comply with the legal regulations, standards and norms imposed by us and ensure compliance throughout the entire value chain

Ensure that your employees are able to meet these requirements by establishing appropriate processes and structures.

FINAL PROVISIONS

Implementation of the requirements

We reserve the right to verify compliance with this Code of Conduct in an appropriate manner, e.g. through self-assessment questionnaires or – subject to prior agreement – risk-based audits at your production sites. Should breaches of the provisions of this Code of Conduct be identified, a reasonable period for rectification will be set. We reserve the right to temporarily suspend the business relationship during this period.

A culpable breach or the expiry of a deadline without remedy may result in the termination of the business relationship and all contracts under it. Any statutory right to extraordinary termination, in particular in the case of breaches deemed to be serious, as well as the right to compensation, remain unaffected.

Acknowledgement and consent

By signing this document, you undertake to act responsibly and thereby ensure compliance with and maintenance of these regulations in your day-to-day business operations. You undertake to communicate the contents of this Code to employees, agents and subcontractors and, where necessary, to take steps to implement it. You shall identify risks within the supply chain and take appropriate measures where necessary. If a supply chain with increased risk or an actual breach is identified, you shall inform us promptly and, where necessary, on a regular basis about the breaches, risks and measures taken.

Company:

Name:

Title:

Date:

Signature: