



EWIKON Code of Conduct

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1 Significance of the Code of Conduct

As an internationally operating family business, we have been very successfully developing, producing and distributing innovative hot runner technology as well as cold runner technology for the plastics processing industry for more than 40 years under our claim "High Performance Systems". Each day, our products reach customers all over the world – which is not only a privilege, but also a huge responsibility.

An essential function of this code is to provide us with guidance in our everyday professional lives based on our corporate values – trust, innovation, quality and customer orientation – in order to sensitize us to critical and questionable situations. As a binding guideline for legally compliant and responsible actions in our company, this code defines a standard for interacting with each other at EWIKON as well as with our business partners.



A blue ink signature of Dr. Stefan Eimeke.

Dr. Stefan Eimeke | Managing Director

2 Our foundation

2.1 Applicable legislation

We comply with applicable legislation: locally, nationally and internationally. Each of us is responsible for knowing and complying with applicable laws, regulations and internal company rules. Where individual countries or markets have stricter regulations than those described in our Code of Conduct, the stricter requirements apply.

2.2 Openness and contact persons

We live an open learning culture in which we share our insights with each other. In this way, we can all contribute to our common further development. We also address critical and confidential concerns in an appropriate manner. If there is any indication or suspicion of an infringement of applicable law, binding rules or our Code of Conduct, we report it immediately to the head of department or to the Human Resources department.

2.3 Trust and appreciation

We treat every colleague, applicant and business partner with trust, appreciation and respect regardless of skin color, nationality, social origin, any disability, age, gender, sexual orientation, marital status, pregnancy, religion, political affiliation or union membership. We promote an environment built on tolerance, honesty and fairness, where everyone has equal opportunities and the values and dignity of each individual are recognized. We create a work environment that is free from prejudice, harassment, bullying or intimidation of colleagues or third parties.

2.4 Corporate property

We always deal responsibly and in compliance with the law with company property of any kind, such as our products, work equipment or intellectual property. Illegal or other unlawful misappropriation is prohibited.

2.5 Conflict of interest and decision making

In day-to-day business, it can happen that the interests of the company and personal interests conflict. If there is a conflict of interests, we deal with such situations transparently by disclosing conflicts of interest to the respective head of department without delay. This also applies to actions or decisions where there is only the appearance of such a conflict of interest.

The following questions can help to make correct decisions in the sense of EWIKON:

- Does my decision contradict legislation or our values and rules at EWIKON?
- Is there a conflict in my decision between my personal interests and those of EWIKON?
- Can I reconcile my decision well with my own conscience?
- Would outsiders be able to understand my decision?
- Will my decision damage the good reputation of the company?



3 Human and environment

3.1 Human rights

We respect and protect the dignity and personal rights of our colleagues, business partners and third parties. We ensure strict compliance with legislation and categorically reject any form of forced, compulsory, child labor, exploitation or discrimination. We do not have business relations with companies that do not comply with these principles.

3.2 Occupational health and safety

All employees ensure a safe working environment. Our own health and that of our colleagues is our top priority. The risk of accidents at work is reduced by concentrated, forward-looking work and safety-conscious behavior. This applies equally to production, logistics, administration and road traffic. We do not endanger ourselves or others through the consumption of alcohol, illegal drugs or other substances that can affect attention and concentration during working hours.

3.3 Environmental and fire protection

We take responsibility for the protection of the environment and the preservation of natural resources. In doing so, it is essential that everyone strives to act in an energy- and resource-saving manner in their own working environment. We see continuous improvements in the sustainable avoidance of environmental pollution as an obligatory component of our corporate culture.

Violations of legal requirements and all unsafe conditions, such as blocked escape routes, missing fire extinguishers, accumulations of combustible materials, and visible damage to buildings, must be reported immediately to the responsible departments in the company.

3.4 Fair working conditions and freedom of association

We are committed to fair working conditions. We pay salaries at least in accordance with the applicable regulations. We also ensure compliance with legislation on working hours and occupational health and safety acts. We respect the fundamental right of all EWIKON colleagues to form or join associations to represent their social or economic interests within the framework of the applicable law and order.



4 Dealing with business partners and third parties

4.1 Relationships with business partners

The way we adhere to the law in our dealings with our business partners, we expect the same from them. We are a reliable partner and comply with our contractual obligations.

4.2 International trade

Applicable rights and laws govern our business with our partners. We comply with import and export controls, applicable economic embargoes and trade regulations. We clearly distance ourselves from any financing of terrorism. In capital and payment transactions, we always observe the given legal regulations.

4.3 Authorities and political institutions

EWIKON maintains a cooperative and open relationship with the relevant authorities and political institutions. Due to our claim to always comply with all legal requirements, in case of unscheduled official inquiries of any kind, the management and, if necessary, legal experts are to be involved.

4.4 Donations

As a responsible member of society, EWIKON grants donations in cash and in kind for education and science, for art, culture and for social matters. Donations must be purpose-specific and transparent. They shall be tax deductible and may only be donated to charitable and reputable organizations. Donations shall only be awarded after approval by the management.

4.5 Corruption, bribery and money laundering

We strictly reject any form of bribery from or towards business partners or public officials. In addition, we only maintain safe and secure business relationships and distance ourselves from any money laundering activities. Contributions may only be accepted or given if they serve a legitimate business purpose and not in return for an unlawful advantage. In case of uncertainty, we contact the management.

4.6 Fair competition

We are committed to fair competition and comply with applicable antitrust and competition laws. We do not engage in price fixing, customer or sales territory allocation, or other unfair competitive practices. We do not enter into any written or verbal agreements that lead to the restriction of competition and are outside the legal framework. We are affiliated with EWIKON and therefore do not act for competitors, nor do we acquire shares or participate in competing companies.

4.7 Product safety

We develop and produce safe and high-quality products for our customers. The safety of our customers is our top priority, so our products must not have any harmful or other dangerous features. We take responsibility for our products and therefore rely on progressive and efficient technologies. During product development, we evaluate and mitigate potential risks arising from the products and ensure that hazards to people and the environment are avoided. Tests during production ensure that products are delivered to our customers free of defects.



5 Dealing with information

5.1 Protection of intellectual property

All results of intellectual work are referred to as protected intellectual property. Intellectual property is protected by laws – such as copyright, trademark or patent laws – or as trade secrets. We maintain this protection by not publishing or distributing intellectual property without permission.

5.2 Data privacy and confidentiality

Especially when working with customers, business partners and other market participants, the protection of confidential information, know-how and trade secrets is particularly important. We therefore treat data and information with the greatest possible care. For this reason, everyone is obliged to use data and information of which they become aware in the course of their business dealings exclusively within the permitted scope. If data is passed on within or outside the company, it must be checked whether the addressee is entitled to receive it. We always ensure that information is passed on securely and respect and protect confidential information. When confidential information must be disclosed in the course of business, additional security measures such as confidentiality obligations or audits must be agreed upon. In particular, personal data are only collected, processed or used within the scope of purpose limitation, necessity and legal legitimation. In the case of data originating from generally accessible sources, the interests of the company are always weighed against the interests of those affected that are worthy of protection.

5.3 Financial integrity

We adhere to the principles of orderly accounting and do not provide any documents with false or misleading entries. This requires the highest level of accuracy and completeness as well as a sense of responsibility in all business processes. Foreign exchange and commodity transactions must never be of a predominantly speculative nature; in particular, forward exchange transactions always serve only to underpin specific commodity transactions.

5.4 Product information

We do not make deliberately misleading or untruthful statements in marketing about our products. False statements and misleading information about products can damage both our customers and our reputation. To maintain market confidence, sales and marketing colleagues must pay particular attention to this.

5.5 IT systems and information security

In an increasingly digital world, different security precautions are necessary for data processing. To guarantee security, we rely on the use of passwords and proven technologies. This use ensures the protection of intellectual property and personal data. Since digital information can be quickly distributed, easily duplicated, and are virtually indestructible, we pay utmost attention to the content of messages, attachments, downloaded files, and stored voice messages. Colleagues can contact the IT department staff at any time with questions and uncertainties.



6 Adjustments to the Code of Conduct

Our company operates in a dynamic market environment with changing circumstances, requirements and legal frameworks from time to time. We therefore reserve the right to adapt this Code of Conduct periodically. Therefore, the current version applies in each case. Should individual terms of this Code be unlawful, void or unenforceable, this shall not affect the validity of the remaining terms.



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