

COMPLIANCE POLICY



FOREWORD

Our company designs and implements highly specialized process solutions for pharmaceutical and medical technology companies worldwide, as well as for consumer and home care products of well-known brands. Our portfolio is complemented by comprehensive services related to the customer's product. As a technology leader in various market segments, we are able to provide customers with customized solutions ranging from laboratory applications to full production lines. With a global network of subsidiaries and representatives, we are always close to our customers.

This compliance policy applies to all employees and managers of our company as well as – where applicable – to external persons acting on behalf of or in the name of the company.

In our day-to-day work and business activities, we are exposed to a wide range of risks that may constitute legal violations, sometimes with serious consequences. To manage these risks, our company operates an appropriate and effective compliance management system.

These various risks – such as theft, disclosure of confidential information, fraud, bribery, breach of trust, corruption, violations of competition law, violations of foreign trade law, improper procurement practices, and tax evasion, as well as non-business-related criminal offenses – can only be avoided or reduced through early risk identification, rapid intervention, continuous monitoring and reporting and documentation obligation.

A compliance violation would not only have consequences for the company but could also result in civil and criminal liability for the employees concerned.

Our compliance policy has been defined by the management board. Management ensures that compliance requirements are effectively implemented, regularly reviewed, and continuously developed. The policy is reviewed at least once a year for its relevance and appropriateness and amended if necessary.

Every employee is required to inform themselves about the laws and guidelines relevant to their area of responsibility and to comply with them. In doing so, each individual contributes through their personal performance to maintaining our compliance standards. The practical implementation of this policy is carried out through internal company policies, procedures, and work instructions.

Legal compliance is supported and strengthened by our [Code of Conduct](#).

Our binding obligations are defined in a legal register, which is regularly updated.

We are committed to integrity, honesty, and responsible conduct. Violations of legal provisions, internal policies, and ethical principles will not be tolerated. Our company has established an internal [whistle-blowing system](#) through which compliance violations can be reported anonymously and without fear of retaliation.

A handwritten signature in black ink, appearing to read 'T. Weller'.

Thomas Weller
CEO