

# BauWatch Code of Ethics



Doing what's right

BauWatch



## Welcome to BauWatch's Code of Ethics!

As a market leader we are committed to setting and maintaining the highest ethical standards.

At BauWatch, we believe that success goes hand in hand with responsible, transparent, and ethical business practices. We embrace the principle of creating economic value while also enhancing social values. We take responsibility, not only focused on good economic decisions, but also on how they impact the world today and for future generations.

With this in mind, we present you our Code of Ethics, which serves as a guiding document for all our employees, partners, and stakeholders, outlining our core principles and values.



The Code sets clear expectations for behavior, placing a strong emphasis on integrity, trust, and respect. It provides essential guidance on fairness, honesty, compliance, conflict of interests, confidentiality, diversity, inclusion, and the importance of a safe working environment.

As we venture into new markets, we remain adaptable while maintaining our unwavering commitment to ethical conduct, we encourage everyone to familiarize themselves with the Code and integrate its principles into their daily activities. By doing so, we cultivate a culture of integrity, accountability, and professionalism.

Thank you for embracing our Code of Ethics, as we work together to build a company that excels in the temporary surveillance industry while upholding our strong ethical principles.

Al Ghelani, CEO BauWatch

# Eight Principles



**01** Respect  
for the Law



**02** Fair  
Employment  
Practices &  
Diversity



**03** No Conflict  
of Interest



**04** No Bribery  
& Corruption



**05** Anti-trust &  
Competition



**06** Safeguarding  
Assets and  
Information



**07** IT & Data  
Security and  
Digital Media



**08** Responsibility  
to the Environment  
and Communities

# 01 Respect for the Law

## The Principle

We respect and comply with all applicable laws, regulations, internal policies, and guidelines. BauWatch respects internationally recognized human rights as described in the UN Global Compact and supports compliance with them. We ensure that we are aware of all relevant laws and regulations before starting any business activity. We adhere to these principles, and through our actions we ensure that we do not inadvertently violate these laws.

## The Purpose

At BauWatch, we act in accordance with the highest standards of integrity and ethical conduct. This begins with complying with the laws and applicable regulations.



**„We comply  
with all  
laws and  
regulations“**

# 02 Fair Employment Practices & Diversity

## The Principle

We create fair and safe places to work where everyone can develop their potential. We will not tolerate discrimination based on gender, age, ethnicity, nationality, social status, political opinions or sexual orientation. Harassment, retaliation, bullying or disrespect have no place in the BauWatch culture, where everyone's contribution counts. We will take active steps to build and foster a diverse and inclusive culture that treats everyone with dignity and respect. Targets for diverse hiring and promotion, educating our teams on inclusiveness and including different perspectives and

experiences in our business processes and decisions will give equal opportunity to all employees to contribute to our goals.

## The Purpose

Our organisation and society at large become better and safer places to live and work where everyone has equal opportunity to realize their potential. Furthermore, we are convinced that inclusive and diverse teams are more creative, find new ways and drive necessary change – making us a better employer and a better business closer to our customers.



**„We create  
fair, safe and  
inclusive  
workplaces“**

# 03 No Conflicts of Interest

## The Principle

Business decisions are made exclusively in the interest of BauWatch, the Group as a whole or the respective business division. Outside one's employment relationship, personal interests and considerations, especially those of a financial nature, must not play a role at any level of decision-making. If employees experience an actual or even merely potential conflict between their business and private interests,

the matter must be disclosed to the manager to seek a solution – if necessary, by consulting the next level of management.

## The Purpose

To maintain trust and confidence within BauWatch and with all others dealing with us, we must ensure that we make decisions that are in the best interest of BauWatch.



**„Business decisions are made exclusively in the interest of BauWatch“**

# 04 No Bribery & Corruption

## The Principle

We do not tolerate any form of bribery or corruption. Business decisions at BauWatch are based on objective criteria such as a business partner's reliability and integrity, the price and the quality of products or services. Decisions must never be influenced by the prospect of giving or receiving personal benefits. To avoid even the appearance of improper influence on decisions, BauWatch employees are prohibited from offering, demanding or accepting inappropriate gifts and entertainment under any circumstances. We recognize that giving and accepting gifts and corporate hospitality can be a legitimate way to generate long-lasting goodwill in business relationships. Specifically, gifts and hospitality must always be appropriate, represent bona fide business expenditures and should not be offered or accepted if doing so could influence the outcome of a business transaction or be

perceived as influencing such a decision. Care is especially required in relation to gifts or hospitality involving government officials. However, if gifts and hospitality are disproportionate or inappropriate, they can cloud judgment, so always exercise caution. When in doubt, employees must seek prior permission from their manager and report immediately when a favour has been given or received that might exceed these boundaries. Transparency is the best means of avoiding even the appearance of bribery or corruption.

## The Purpose

Corruption is corrosive and destroys trust in governments and business alike. It reduces the chances of bringing the best products and services for the best prices to those who need them most and supports the existence of unethical; or illegal structures.



**„We do not  
tolerate any form  
of bribery  
or corruption“**



# 05 Anti-Trust & Competition

## The Principle

We are particularly aware of our responsibility in the area of competition law. We compete vigorously, fairly and always within the law, based solely on the merits of our products and services. We do not participate in unauthorized agreements with competitors or in conduct that unlawfully prevents or restricts competition. Specifically, we do not engage in any form of communication or agreement with competitors for the purpose of jointly:

- agreeing on prices, payment terms or discounts,

- allocating contracts, markets, customers or territories, or
- boycotting certain customers or suppliers.

## The Purpose

Restricting competition is illegal. BauWatch believes that fair competition is in everyone's interest and leads to more choice, better value and more innovation. Fair competition leads to the best possible allocation of human, financial and economic resources.



„We  
compete  
fairly“

# 06 Safeguarding Assets and Information



## The Principle

We use our assets in a proper manner and for their designated purpose. All of us are responsible for the detection and prevention of fraud, theft, misappropriations, and other irregularities. Some of our most valuable assets are intangible and include our trade secrets, intellectual property and company confidential information. We must guard our intangible assets just as we would our company's equipment or money.

## The Purpose

Any improper use of BauWatch resources may result in significant added costs, disruption of business processes or other disadvantage to BauWatch. Theft, carelessness and waste hurt our financial performance.

**„Each of us is responsible for protecting and preserving the company's property“**

# 07 IT & data security and digital media



## The Principle

We place great importance on information security including IT security and data protection, to protect BauWatch against threats and malicious attacks. IT and Data Security are much more than a matter of IT – all of us are asked to use technology in a proper and responsible way and in line with applicable standards. This principle also extends to the use of digital and social media. These new channels allow us to communicate even faster and more effectively – but they also harbour completely new sources of danger. For this reason, we are all called upon to exercise the same caution when dealing with digital and social media.

## The Purpose

Attacks have increased in recent years – a downside of digitisation. Receiving, processing and passing on information – this forms the basis for all business processes. Internal knowledge must not fall into unauthorized hands, and we must ensure that we always have access to the correct and complete information to run the business without interruption and to comply with our financial reporting obligations. Furthermore, responsible use of data and information provided to us by others is a key element to maintain trust. Unintentional copyright infringement, liability and data protection violations can quickly result in legal disputes.

**„The efficient operation and security of our IT systems and data is the basis for effective functioning of all our business processes“**

# 08 Responsibility to the Environment and Communities

## The Principle

Responsible treatment of the environment and natural resources is a matter of course for BauWatch. We use natural resources appropriately and economically to ensure that our activities have the least possible impact on the environment. We promote environmental awareness in our employees and are committed to the dissemination and application of environmentally friendly technologies. As a responsible member of society, BauWatch donates financial and material resources to education, science, art and culture, as well as social and humanitarian projects. BauWatch does not make political donations (to

politicians, political parties or political organizations). We encourage our staff to do volunteer work.

## The Purpose

We strongly believe that stopping climate change is the priority task for our generation – and we will do our part. We understand the importance of the part we play in creating a more sustainable future for planet earth. Social engagement helps create a future worth living and supports the communities we operate in. We do not side with any political party but will speak up and make our positions known when and as appropriate.



**„Our mission is to  
built sustainable  
businesses for a  
future worth living“**

# Quick Ethics Check

## 1 Is it legal?

This goes right to the core of the matter. Does it violate law, our policies or this Code of Ethics – or does it feel like it might? If the answer is yes or possibly, the action should not be taken. Talk to your legal or compliance colleague to get advice.

## 2 Is it fair and balanced?

Although we compete for success and want to win commercially, we should avoid great imbalances or unfairness of our actions in favour of long-term relationships and mutual respect.

## 3 How will it make us feel about ourselves?

How would the decision align with our own sense of right and wrong? Could we explain it to someone else in just one sentence? Would we feel proud of the decision we made when our actions were on display for others to see?



**Keep our values in mind when asking yourself these three questions**

# Contact

**// If you have any doubts about the right course of actions, or you have questions or comments, please feel free to contact us at**

Group Compliance Officer  
**[compliance@bauwatch.com](mailto:compliance@bauwatch.com)**

**BauWatch**