

Code of Ethics for Business Partners of BauWatch

 Doing what's right
September 2025

BauWatch

Welcome to BauWatch's Code of Ethics for Business Partners

As a market leader and a high-growth company expanding into new markets, BauWatch is committed to maintaining and setting 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 of our suppliers, manufacturers, service providers, customers and business partners along with their subsidiaries, affiliates and sub-contractors (jointly: "Business Partners"), to make these same commitments outlining our core principles and values.

We expect all our Business Partners to adhere to this Code of Ethics.

Al Ghelani
CEO BauWatch





Compliance with the law



Our Business Partners comply with the legal requirements of each applicable jurisdiction and international laws, regulations, treaties and industry standards, including, without limitation, those pertaining to export, trade controls and applicable embargoes and sanctions.

Human rights and working conditions



BauWatch does not tolerate human rights violations. Our Business Partners undertake to comply with national and international regulations on the protection of human rights and:

- Do not use child labor in their own operations nor in those of their affiliates or sub-contractors
- Are not do, not involved in any kind of forced labor or modern slavery or human trafficking. Employment relationships arise exclusively on a voluntary basis
- Create fair and secure jobs when engaging non-employee contract workers
- Do not tolerate discrimination based on gender, age, ethnic origin, nationality, social status, political opinion, or sexual orientation
- Do promote diversity and offer a work environment that is free from harassment and unlawful practices or discrimination.





Freedom of expression and association



Our Business Partners are committed to protecting freedom of expression and personal rights and respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or illegal interference.

No Conflicts of Interest



Business decisions are made exclusively on the basis of proper considerations without allowing personal interests, e.g. of a financial nature.

Our Business Partners shall engage only in legitimate business and ethical practices in commercial operations and shall not - directly or indirectly- allow an individual's personal interests to clash with their professional duties, leading to biased decisions, unethical actions, or harm to Business Partner's integrity.





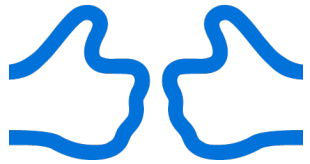
No Bribery & Corruption



BauWatch does not tolerate any form of bribery or corruption. Our Business Partners abide by all applicable local, national and international laws regarding the avoidance of bribery, extortion, kickbacks or other forms of corruption in dealings with any government official or employee or any individual in the private sector.

Our Business Partners shall not pay, offer, give, promise or authorize payment of anything of value to another party for the purpose or intent to induce that party to use his/her authority for Business Partner's benefit.

Fair Competition



Our Business Partners shall refrain from any and all acts of unfair competition, they avoid to gain an advantage over its rivals through misleading, deceptive, dishonest, fraudulent, coercive or unconscionable conduct in trade or commerce.



Security of BauWatch information and personal data



Our Business Partners shall handle and process data on behalf of BauWatch only for the purposes for which it was collected, received or otherwise made available, in accordance with the directions of BauWatch, and subject to technical and organizational security measures necessary to safeguard it against loss, alteration, unauthorized disclosure, access or other unlawful forms of processing.

Safety and health in the workplace



Our Business Partners provide all their employees with a safe and healthy working environment and regularly identify potential safety risks in accordance with legal requirements. This means: Preventing accidents, establishing appropriate occupational health and safety management by identifying, assessing and reducing actual and potential accident and health risks, recording and investigating incidents, training and instructing employees in a form they can understand, providing appropriate work tools and protective equipment, and taking appropriate emergency care and response measures.





Responsibility to the environment



Responsible treatment of the environment and natural resources is a matter of course for BauWatch. We try to ensure that our activities have as little impact on the environment as possible and we promote environmental awareness among our employees. We also have this expectation of our Business Partners and ask you to ensure that the resources and materials you are sustainable, capable of being recycled, used effectively with a minimum of waste and processes are planned, monitored and conducted in such a way to ensure negative environmental impacts are reduced to a minimum.

Contact

If you have any doubts about the right course of action, see behaviour which goes against this Code, or if you have any questions or comments, please feel free to contact us at:

Group Compliance Officer
compliance@bauwatch.com

Alternatively, you as Business Partner may also Speak Up by filing a report through our Speak Up system:



BauWatch