

Testo Industrial Services – Code of Conduct

Code of Conduct Testo Industrial Services

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1. Preamble

This Code of Conduct describes the self-image and basic principles of Testo Industrial Services GmbH with regard to ethical and moral behaviour in the business environment. As a globally active company, Testo Industrial Services GmbH maintains many different business relationships. For this reason, this Code of Conduct defines standards, regulations and guidelines for business transactions. These are based in particular on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights and the Convention on the Rights of the Child, the international labour standards of the International Labour Organization and the United Nations Global Compact.

This Code of Conduct applies to all employees of Testo Industrial Services GmbH, regardless of individual function, position/job or location.

All employees of Testo Industrial Services GmbH undertake to take full account of the following guidelines and basic principles in their actions at all times and not to act contrary to them.

Our Code of Conduct is continuously reviewed against the background of national and international developments and adapted as necessary.

2. Behaviour in the business environment

2.1 Our employees...

- understand and comply with all laws and regulations relevant to their area of work.
- report all actual or suspected violations of laws, this Code of Conduct or other guidelines, as well as doubts about the propriety of a business practice, to the Testo Compliance-Team. Strict confidentiality is ensured.

In case of doubt, the following questions will help you to choose your own behaviour correctly:

- Is my proposed action legal and not in violation of the Code of Conduct or other policies?
- Is my action in line with the values of Testo Industrial Services GmbH?
- Would the action damage the reputation of Testo Industrial Services GmbH?
- Am I putting my integrity or the integrity of Testo Industrial Services GmbH at risk?
- Is my action free from any conflict of interest?
- How would I feel if my action became public?

2.2 Our Leaders...

... have further responsibilities in addition to the responsibilities for our employees and

- ensure that their subordinates understand and apply the relevant laws and the rules of this Code of Conduct.
- ensure compliance with the law in their area of responsibility and promote a culture of trust and honesty as well as compliance with the law and rules.
- take immediate and appropriate action when an actual or suspected violation is brought to their attention.

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2.3 Fair competition and antitrust law

Testo Industrial Services GmbH behaves fairly in competition and complies with the applicable legal regulations that protect free competition. In addition, no price-fixing, other agreements or concerted practices are entered into with other companies that have the purpose or effect of preventing, restricting or distorting competition under applicable antitrust laws.

This approach is also required by our business partners.

Employees of Testo Industrial Services GmbH must never offer, promise, distribute, accept or solicit bribes, kickbacks or any other type of improper payment or benefit. Any type of attention must never be intended to secure unlawful advantages or to obtain preferential treatment.

2.4 Avoidance of conflicts of interest

In order to be able to act in the best interests of the company at all times, employees ensure that external influences or interests do not lead to conflicts with their obligations to Testo Industrial Services GmbH.

Special relationships with competitors, suppliers, customers or business partners involve the risk of a conflict of interest. For this reason, such relationships must be reported to the next higher superior and necessarily to the legal department of Testo SE & Co. KGaA (legal@testo.de), insofar as the employees themselves are able to influence the relationship with such companies.

2.5 Embezzlement/fraud

Embezzlement or fraud is an intentional deception with the purpose of personal gain or obtaining an unlawful advantage.

Testo Industrial Services GmbH is committed to compliance with anti-fraud laws, therefore no type of fraud or embezzlement will be tolerated.

3. Behaviour towards Employees

3.1 Human Rights

We are committed to complying with internationally recognised labour and social standards, treating our fellow human beings with respect and upholding human rights. The United Nations Guiding Principles on Business and Human Rights as well as the standards of the International Labour Organization (ILO) provide us with important guidance in this regard, including with regard to the rights of minorities and indigenous peoples. We strive to make a positive contribution to the respect of human rights and the well-being of people. In our business activities, we are therefore always careful not to cause or indirectly contribute to human rights violations. We rely on our business partners and expect them to comply with human rights and related international labour and social standards.

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3.2 Equal opportunities

Furthermore, we are committed to equal opportunities. There is no unequal treatment or disparagement on the basis of gender, nationality, ethnic origin, culture, religion or ideology. Nor on the basis of sexual identity, age, physical constitution, appearance or any other grounds covered by the prohibition of discrimination in Article 14 of the European Convention on Human Rights.

Diversity, equality and inclusion are actively lived.

Testo Industrial Services GmbH is committed to ethical recruitment, where applicants are assessed without discrimination or bias. The focus is on integrity, transparency, trust and performance.

3.3 Occupational health and safety

As a minimum, the respective national standards for a safe and hygienic working environment are complied with. Within this framework, Testo Industrial Services GmbH takes appropriate preventive measures to ensure health and safety in the workplace so that healthy employment conditions can be guaranteed.

3.4 Minimum wage

Testo Industrial Services GmbH pays its employees. All provisions of the Minimum Wage Act are observed and complied with. Testo Industrial Services GmbH does not enter into agreements that undercut the minimum wage claim or limit its assertion.

3.5 Strengthening women's rights

Testo Industrial Services GmbH believes that the empowerment of women (in line with the United Nations Principles) to participate fully in economic life in all sectors is essential to building a successful society and improving the quality of life of women, men, families and communities.

3.6 Freedom of association

Testo Industrial Services accepts the right to freedom of association and collective bargaining within the legal regulations.

We respect the right of employees to form and join organizations of their choice, to engage in collective bargaining and to strike.

We will neither discriminate against nor prefer employees because of their founding, joining or membership of such an organization.

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4. Behaviour within society

4.1 Rules of conduct

Testo Industrial Services GmbH does not permit any form of discrimination (e.g. based on gender, age, ethnic origin, religion, national origin, disability/illness, sexual orientation). We continue to prohibit all forms of harassment by co-workers and supervisors. Violence, abuse, bullying and aggressive behaviour in any form will not be tolerated. We do not use company funds for any purpose that violates applicable laws or any company policy.

4.2 Environmental protection and sustainability

Environmental protection is a corporate task and our social responsibility. We are committed to energy efficiency and climate protection, making the best possible use of our resources along the entire value chain, and acting responsibly, both in the service we provide and in the transport of any items. We are committed to complying with all relevant environmental protection laws and regulations as well as international standards for the protection of the environment. We protect natural habitats and biodiversity. CO₂ emissions are reduced and the Corporate Sustainability Reporting Directive (CSRD) is complied with. We also ensure that our activities do not impact air quality.

We also avoid hazards to people and the environment and keep impacts on the environment as low as possible. Processes, operating facilities and resources comply with applicable legal requirements and standards for fire and environmental protection. We are committed to respecting the rights of others regarding land, forests and waters and will not to participate in unlawful evictions or the unlawful taking of land, forests and waters during acquisition, building or other uses.

4.3 Child labour and forced labour

Testo Industrial Services GmbH fundamentally condemns and prohibits child labour and any form of forced or compulsory labour. We only employ people who have reached the minimum age required to perform work according to the applicable national legislation. This approach is also required by our business partners.

4.4 Financial responsibility

With regard to accounting, applicable laws and recognised standards are applied. It is our goal to provide transparent and accurate information on a continuous and timely basis. Financial responsibility and reporting reflect the actual circumstances of the net assets, financial position and results of operations of Testo Industrial Services GmbH.

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5. Privacy

5.1 Personal data

Testo Industrial Services GmbH ensures at all times that locally and nationally applicable requirements for the collection, storage, processing and use of personal data are complied with. This applies not only to personal data of employees, but also to external parties such as customers, suppliers and applicants. Data entrusted to us is used exclusively for specified, legitimate purposes. Unauthorized disclosure of this data does not take place. All employees with access to sensitive data are obligated to maintain confidentiality about this data.

5.2 Confidential information

The disclosure of information beyond the regulations of the respective confidentiality level can trigger considerable consequences for Testo Industrial Services GmbH. This includes, among other things, putting a competitor in a better position based on information about planned new products, calculations or marketing campaigns of Testo Industrial Services GmbH.

To protect confidential company and personal data, all information is divided into three categories of different confidentiality levels. Observing these confidentiality rules ensures the success of the company and protects the privacy of the employees.

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