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**The Open World of  
Finest Weighing Solutions.  
Since 1866.**



**Code of Conduct**

## Foreword of the Executive Board

Bizerba SE & Co. KG is a globally acting family-owned business. In the Bizerba Group (hereinafter „Bizerba“) we set standards in the areas of weighing, slicing, labeling, control and inspection. We consider ourselves a solutions provider for our customers, known for precision, safety and reliability of our products. From this claim on us, our tradition and international orientation arises a responsibility towards our customers, partners, employees, society and the environment.

Bizerba's Code of Conduct defines our central duties and values for the interaction of employees with each other and third parties.

The Bizerba Code of Conduct cannot regulate each individual case but provides a value framework for responsible action by Bizerba. The Bizerba Code of Conduct is supplemented by guidelines, process descriptions and management systems. Managers demonstrate compliance with the Bizerba Code of Conduct within their field of activity and are responsible for ensuring that the Bizerba Code of Conduct is followed by their employees. Therefore, they also monitor and verify its compliance. Bizerba's managing directors of the relevant countries must appoint a capable compliance officer (Regional Compliance Officer) for the respective subsidiary as a contact person for Bizerba's Central Compliance Officer. Regional Compliance Officers assist and advise on implementing or answer questions on individual cases. Training on the Bizerba Code of Conduct by the respective Bizerba compliance departments is intended to help establish and maintain a uniform and responsible corporate culture. Corporate Audit conducts process-independent audits in order to monitor group-wide compliance with the Bizerba Code of Conduct.

Any violations of the Bizerba Code of Conduct may be reported to allow corrective action to be taken. Disadvantages under labor law must not be incurred by employees for their assistance in preventing violations. Identified violations of these behavioral guidelines cannot be tolerated by Bizerba. Consequently, Bizerba must reserve the right to terminate any contractual relationship with business partners or to take steps under labor law. In individual cases, there may also be consequences under criminal or civil law. However, it is our common goal to avoid these far-reaching consequences.

Balingen, November 2022

sign. A. W. Kraut

sign. A. Kraut

sign. T. Schoen

## Introduction

This Bizerba Code of Conduct is binding for all employees of Bizerba SE and Co. KG; Bizerba subsidiaries implement the Bizerba Code of Conduct as a minimum according to their legal requirements (Bizerba SE & CO. KG and Bizerba subsidiaries hereinafter referred to as „Bizerba“). The Board of Directors of Bizerba SE & Co. KG also expects that business

and cooperation partners, suppliers, sales partners, commercial agents or other service providers of Bizerba worldwide (hereinafter referred to as „business partners“) comply with the Code of Conduct and demand corresponding commitments within their area of activity.

## Law-abidance, respect for human dignity

Bizerba considers every action to be guided by **the law**, regulations and minimum industrial standards as a matter of course. Bizerba respects human dignity and is committed to respecting and protecting **human rights** as part of its supplier and business partner management.

Bizerba **does not tolerate corruption** and trains its employees accordingly: No Bizerba employee may influence decision-makers in companies, public authorities or state institutions in an unlawful manner by promising, offering or granting them benefits not matched by a legal claim in the corresponding amount. It is also prohibited to solicit, be promised or accept such benefits from third parties in the conduct of business.

For **prevention of money laundering**, Bizerba requires identity verification of its customers, service providers, consultants and other third parties with whom legal relationships are established, of supplier and business partner management and customer service. Business relationships shall be maintained

with reputable business partners only, whose business activities are in compliance with the law and whose financial resources are of legitimate origin. Incoming payments are to be allocated to the relevant services and properly posted.

Bizerba protects individual information about personal or material circumstances of a specific person (personal data). Each employee must therefore comply with the provisions of data protection laws in order to protect the interests of employees, customers and contractual partners. To **protect personal data**, Bizerba sets up a data protection management system.

Bizerba must also observe **foreign trade law** regulations, in particular foreign trade law and international embargo regulations. Employees are therefore required to check potential export rules before making decisions about importing or exporting goods, services or information. If in doubt, advice should be sought from the relevant export/foreign trade department.

## Social responsibility, sustainability

Bizerba provides a **safe and healthy work environment** in the interest of employees to avoid potential accidents related to the work process. For this purpose, Bizerba is setting up an occupational safety management system which also provides for the reporting of grievances to the responsible safety officer or supervisor.

Bizerba **does not tolerate any form of child labor or exploitation** of children and adolescents. No employee shall be directly or indirectly forced into employment by pressure, violence and/or intimidation. Bizerba expects dignified and respectful cooperation while ensuring **minimum working conditions**. Specifically in cases where Bizerba procures work and services from partners, Bizerba expects partners to observe all tax and social security regulations as well as to comply with minimum wages in order to meet its obligations towards its workforce.

The legally standardized right of employees to establish and

join associations or organizations for the purpose of promoting and protecting **employees' interests** as well as to be active on their behalf shall be respected within the framework of the provisions of the national law.

Bizerba promotes diversity and tolerance with the goal to achieve the highest level of productivity, creativity and efficiency. All employees must ensure that nobody is discriminated against because of ethnic or national affiliation, race, gender, religion, ideology, age, disability, sexual orientation or other characteristics protected by state law. Bizerba **does not tolerate any discrimination** in this regard.

Bizerba is aware of its responsibility towards the environment and the **careful use of resources**. Minimum requirements for waste management, the handling of chemicals and other hazardous substances, emissions and wastewater treatment must therefore be observed in all company areas.

Employees must inform themselves about respective requirements in their work environment through appropriate training or contact the officer or their supervisor for questions. Aside from this, Bizerba is already preparing a sustainability

report. Bizerba explicitly requires these principles along the supply chain as well and is setting up a supplier management system to ensure them which also provides for the reporting of grievances to the responsible officer or supervisor.

## Innovation, fair competition, product safety

Bizerba seeks to be measured against its competitors solely on the principle of performance and rejects any non-competitive behavior. For the **protection of fair competition**, concerted practices and abuse of dominant position are prohibited. Unlawful and/or criminally relevant practices are therefore prohibited for Bizerba. These are, for example, unlawful bid rigging which excludes, restricts or distorts competition, price

fixing, unlawful sharing of regional markets or of customers. Bizerba products stand for innovation, quality and safety. Possible risks and hazards to health from handling our products must be avoided. It is therefore the task of Bizerba's product safety management to observe technical standards and to avoid compromising to the detriment of **product safety**.

## Avoiding conflicts of interest, confidentiality, documentation, power of representation

All employees are committed to the welfare of Bizerba. Bizerba relies on all employees to make their decisions solely on the **basis of factual criteria** and not to be influenced by personal interests and relationships.

**Company and business secrets** of Bizerba or of contractual partners or customers must be kept confidential. Such information may therefore not be disclosed by anyone to unauthorized persons without prior permission. This obligation remains in force after termination of the employment

relationship. Each employee should **document** his or her work in such a way that it can be traced and continued by anyone in the event of an emergency.

In the interest of a good business relationship with Bizerba's partners and for its own protection, Bizerba shall always be **properly represented** when concluding contracts. For that reason, before signing a contract, each employee must verify his or her authority.

## Compliance of the business partner

Bizerba is entitled to monitor compliance with and implementation of the principles from this Code of Conduct itself or through third parties in coordination with the business partner and / or to demand the submission of documents proving compliance. The business partner will support the

verification. As soon as the business partner becomes aware of a violation of the principles of this Code of Conduct, the business partner will report this to Bizerba. In the event of culpable violation of the principles regulated herein, Bizerba reserves the right to withdraw from the business relationship.

Balingen, November 2022

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