

BAUR Code of Conduct

Introduction and Principles

“BAUR is an internationally operating company that is committed to doing business in compliance with internationally accepted fair business standards. As a family business with more than 70 year of tradition, we want to continue growing our business on the basis of ethical principles and fair business behaviour. Above all, we want to base our success on fair competition, high quality standards and productive efficiency.”

Markus Baur, CEO

BAUR’s basic values are respect and integrity. The reputation of BAUR is therefore of supreme importance – no single business deal is worth damaging the good reputation of BAUR. We are committed to observing the laws and other governing regulations of the respective countries in which we operate and base our principles on the UN Global Compact and the principles of Transparency International.

Anti-Corruption, Fair Competition and Human Rights

- **Avoiding conflicts of interests:** BAUR expects its partners and suppliers to avoid any relationship, influence or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. Playing favourites or having conflicts of interest – in practice or in appearance – runs counter to the fair treatment to which we are all entitled.
- **Prohibiting corruption:** BAUR conducts its business fairly, honestly and transparently. We do not make or offer bribes, whether directly or indirectly, to gain business advantages. BAUR and its employees do not accept bribes, whether directly or indirectly, to give business advantages (this does not include the usual hospitality, customs or courtesy).
- **Cautious selection of partners:** We – BAUR and partners – are responsible not only for our activities but also for the activities of our partners. Compliance risks must be evaluated before entering into a contractual relationship.
- **Fair competition:** BAUR respects fair competition and as such encourages compliance with the applicable laws that protect and advocate competition.
- **Data protection and business secrets:** We protect the privacy of the individual in relation to their personal information and ensure the protection of data, business secrets and company assets.
- **Adherence to human rights:** BAUR supports all internationally recognised human rights, opposes all forms of discrimination and is committed to fair basic conditions for its employees, customers and business partners.

- **Responsible approach to the environment and resources:** BAUR, its partners and its suppliers must ensure that all effective laws and regulations regarding the environment are complied with. Furthermore, we expect our partners and suppliers to systematically implement effective, preventative measures for the reduction of any environmental impacts. These include, in particular, the reduction of CO₂ emissions and the considerate and efficient handling of natural resources. These also include initiatives for promoting a sense of responsibility for the environment among customers, partners, suppliers and employees.

BAUR may audit compliance with this policy or appoint a third party to conduct an audit. It is the intention of BAUR to discontinue its relationship with any BAUR business partner that does not comply with this Code of Conduct or, upon discovery of noncompliance, does not commit to a specific plan to achieve compliance. BAUR business partners and other stakeholders may report suspected violations of these standards to the BAUR hotline +43 5522-4941 243 or by sending an email to Integrity@BAUR.eu.

Appendix

United Nations Global Compact

The UN Global Compact requires the signatory companies, within their areas of influence, to support and practically implement a catalogue of basic values in recognition of human rights, labour norms, environmental protection and anti-corruption efforts.

Transparency International

The Business Principles for Countering Bribery of Transparency International were developed by a group of private sector interests, non-governmental organisations and trade unions as a tool to assist companies with the development of effective approaches to countering bribery in all of their activities. The edition for small and medium enterprises (SME) sets out in a clear and direct manner the process by which smaller businesses can develop an anti-bribery program relevant to their size and resources.