Code of Conduct

Our Social and Ethical Principles

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USIMEX GMBH
Roßfelder Straße 64
74564 Crailsheim
Germany

Represented by the Managing Directors
Jens Olaf Stolle
Kim-Nadine Stolle

Contact
Phone: +49-7951-9424-0
Fax: +49-7951-9424-14
E-Mail: info@usimex.de
Web: https://www.usimex.de

01

People and Working Conditions

We are committed to acting responsibly and fairly toward our employees and business partners. This Code of Conduct outlines the social and ethical principles of Usimex GmbH and serves as the foundation of our voluntary commitment.

We are committed to complying with all laws and regulatory requirements applicable to our business activities. Lawful conduct forms the foundation of our business relationships and operational activities.

1 Human Rights

We uphold human rights and respect the dignity of every individual. We do not participate, directly or indirectly, in human rights violations.

2 Freedom of Association

We respect the right of our employees to freedom of association and collective bargaining within the framework of applicable law. No individual shall be disadvantaged due to trade union membership or lawful participation in employee representation.

3 Fair Working Conditions

We respect the rights of our employees and comply with all applicable labor laws and regulations. This includes, in particular, regulations governing working hours and rest periods, remuneration, annual leave, equal treatment, maternity and parental leave, occupational health and safety, as well as co-determination and freedom of association.

We comply with applicable provisions regarding working hours, rest breaks, and employment conditions. We compensate our employees in accordance with at least the statutory minimum requirements and any binding collective agreements. Agreed compensation and benefits are provided in full accordance with contractual agreements.

4 Prohibition of Forced Labor and Child Labor

We strictly reject forced labor, human trafficking, and exploitative child labor. All work is performed on a voluntary basis. We observe the statutory minimum age requirements and protective regulations for young workers. Employment must not impair their health, safety, or compulsory education.

02

Corporate Responsibility

5 Equal Opportunity and Respectful Conduct

We treat all individuals with respect and fairness. No one may be discriminated against or harassed on the basis of gender, ethnic or social origin, nationality, religion or ideology, disability, age, or sexual identity. Decisions regarding employment and professional development are based solely on job requirements, capabilities, and qualifications. Discrimination, harassment, intimidation, and degrading treatment will not be tolerated.

6 Occupational Health and Safety

We comply with all applicable health and safety regulations. Work-related hazards are assessed and mitigated through appropriate preventive measures. By adhering to safety guidelines, our employees contribute actively to a secure working environment.

7 Environment and Resources

We comply with all environmental regulations applicable to our operations. We use energy, water, and raw materials responsibly and strive to prevent waste and avoidable environmental impacts. Opportunities for reuse and recycling are integrated into our daily business practices wherever feasible.

8 Integrity and Fair Competition

We strictly reject corruption and bribery and comply with all applicable competition and antitrust laws. Business decisions must never be influenced by inappropriate personal advantages. Any conflicts of interest are disclosed transparently to management.

9 Data Protection and Confidential Information

We process personal data strictly in accordance with applicable data protection regulations. We safeguard the confidential information of our customers, suppliers, and employees against unauthorized access and unlawful disclosure.

03

Responsible Business Conduct

10 Responsibility for Products and Business Relationships

We comply with all requirements applicable to our products and their intended use, as well as the specifications agreed upon with our customers. Declarations regarding material compliance are based on relevant supporting documentation and verification. We expect our suppliers and business partners to adhere to all applicable laws and the social and ethical principles outlined in this Code.

11 Anti-Money Laundering and Trade Controls

We strictly reject money laundering and terrorist financing and comply with all applicable statutory provisions. We adhere to all sanctions, embargoes, and import and export regulations applicable to our business operations. Through appropriate measures, we ensure that our business relationships and transactions conform to these requirements.

12 Responsible Use of Artificial Intelligence

We utilize artificial intelligence responsibly and in full compliance with applicable legal frameworks. In doing so, we ensure the protection of personal data, confidential information, and third-party rights. Regarding data usage, we ensure that all data originates from lawful sources and that we are fully authorized to use it.

13 Whistleblower Protection

Employees and business partners may report potential legal violations or misconduct directly to executive management. All reports are treated confidentially and are made accessible solely to individuals necessary for their investigation and processing. Any individual who reports a concern in good faith shall not suffer any adverse consequences or retaliation—even if the suspicion ultimately proves unfounded.

Jens Olaf Stolle
(Managing Director)

Kim-Nadine Stolle
(Managing Director)