

3 Compliance with Laws, Regulations, and Guidelines

3.1 General Compliance Statement

Every individual working with Brytec must comply with the applicable laws, regulations, and rules of the jurisdictions in which Brytec operates. This also includes compliance with this Code of Conduct as well as with all internal policies and processes established by the Brytec Group for its group companies. Every employee is obligated to observe both national and international laws, regulations, and guidelines and to act in accordance with them.

Brytec expects all employees to comply with applicable laws not only in their professional environment but also in their personal conduct, to take responsibility for their individual actions, and to refrain from any behavior that could damage Brytec's reputation.

Brytec strictly adheres to general anti-corruption laws as well as antitrust and competition laws. In addition, Brytec consistently complies with securities and insider trading regulations and demonstrates a high level of professionalism in the prevention of money laundering.

3.2 Conventions and Recommendations of International Organizations

In addition to the laws, regulations, and rules of individual countries, there are several important conventions and recommendations issued by international organizations. While these documents are primarily addressed to member states and are therefore not directly binding for multinational companies, they nevertheless serve as important guidelines for their conduct and that of their employees.

Brytec complies with the provisions of these conventions and recommendations and expects its employees, suppliers, and business partners worldwide to acknowledge and apply them, particularly with respect to:

- **International human rights agreements**, including:
 - The Universal Declaration of Human Rights
 - International Covenant of 19 December 1966 on Civil and Political Rights (Federal Law Gazette 1973 II p. 1533, 1534)
 - International Covenant of 19 December 1966 on Economic, Social and Cultural Rights (Federal Law Gazette 1973 II p. 1569, 1570)
- **European Convention on Human Rights**

- **ILO Declaration on Multinational Enterprises and Social Policy, as well as the ILO Declaration on Fundamental Principles and Rights at Work**, especially concerning:
 - Elimination of child labor, minimum working age (in particular ILO Conventions No. 182 and No. 138)
 - Prohibition of forced labor (in particular ILO Conventions No. 105, No. 29 and the Protocol of 11 June 2014 to Convention No. 29)
 - Prohibition of discrimination (in particular ILO Convention No. 111 and equal pay for men and women, ILO Convention No. 100)
 - Freedom of association and the right to collective bargaining (in particular ILO Conventions No. 87 and No. 98)
- **Minamata Convention on Mercury of 10 October 2013** (Federal Law Gazette 2017 II p. 610, 611)
- **Stockholm Convention on Persistent Organic Pollutants of 23 May 2001** (Federal Law Gazette 2002 II p. 803, 804), last amended by the decision of 6 May 2005 (Federal Law Gazette 2009 II p. 1060, 1061)
- **Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal of 22 March 1989** (Federal Law Gazette 1994 II p. 2703, 2704), last amended by the Third Regulation Amending the Annexes to the Basel Convention of 6 May 2014 (Federal Law Gazette II p. 306/307)
- **OECD Guidelines for Multinational Enterprises**
- **“Agenda 21” for sustainable development** (final document of the UN Conference on Environment and Development)
- **UN Convention against Corruption**
- **UN Convention on the Rights of the Child**
- **UN Convention on the Elimination of All Forms of Discrimination**
- **OECD Convention on Combating Bribery of Foreign Public Officials**

Furthermore, Brytec adheres to the key principles of the **UN Global Compact** and strives to meet the standards of the **Responsible Business Alliance**. Brytec identifies with these established standards and is committed to upholding them today and in the future. In addition, Brytec aims to promote these principles throughout its entire supply chain.