



Code of Conduct

Corporate Ethics Guidelines of Guntermann & Drunck GmbH

Founded in 1985, Guntermann & Drunck GmbH is a leading manufacturer of digital and analog KVM solutions. With our solutions, we establish a robust foundation for a reliable, future-oriented, and fail-safe IT architecture. Our strength lies in the trust placed in us by our customers, business partners, employees, suppliers, and the public.

Ethical conduct and responsible business practices throughout the supply chain are fundamental prerequisites for the sustainable economic success of Guntermann & Drunck GmbH. After all, economic success and social responsibility are inseparable. This commitment necessitates a zero-tolerance approach towards bribery and corruption in all engagements with each business partner. Any form of corrupt or unlawful behavior is strictly rejected and not tolerated.

To ensure mutual respect, honesty, and fairness in interactions with colleagues and business partners, the binding code of conduct outlined herein applies to all employees.

Of particular importance to us are the core values of

humanity, solidarity, and responsibility.

1. Humanity

Within Guntermann & Drunck GmbH, human rights are respected and considered universally valid by employees, based on accepted international laws and procedures, and adhered to accordingly. This includes respecting the personal dignity, privacy, and individuality of employees, colleagues, customers, suppliers, and other business partners. Any form of forced labor and child labor is rejected within our company and by our business partners.

2. Solidarity

Within our organization, we cultivate a working atmosphere that enables respectful and trusting collaboration, where the dignity of each individual is acknowledged. Discrimination and harassment have no place in our company culture, and all employees are expected to interact with colleagues, customers, contractors, and suppliers with courtesy, integrity, and respect.

Moreover, personnel decisions such as recruitment, promotion, or disciplinary actions are conducted without bias or discrimination. We ensure that no individual is subjected to less favorable treatment than another person in a comparable position based on nationality, gender, marital status, age, disability, religion or belief, sexual orientation, or any other grounds protected by anti-discrimination laws. Guntermann & Drunck GmbH complies with relevant regulations concerning working hours and acknowledges the right to fair compensation. Every employee receives compensation commensurate with their role and responsibilities.

3. Responsibility

Environmental protection, health, and workplace safety are integral aspects of our corporate responsibility. We perceive it as our obligation to preserve the environment for future generations and adhere to all applicable environmental laws and regulations. Consequently, we anticipate and endorse environmentally responsible conduct from both our employees and our business partners. We comply with site-specific laws and regulations pertaining to occupational health and safety and actively enhance safety standards. A safe and healthy work environment for our employees is paramount to us. It is therefore the responsibility of management to ensure that appropriate procedures and safety precautions are implemented in accordance with national legislation to maintain health and safety standards in the workplace.

Three handwritten signatures in blue ink, corresponding to the names listed below: Thorsten Lipp, Uwe Milde, and Nils Strauch.

Siegen, 01 April 2024

Thorsten Lipp – CEO Uwe Milde – CEO Nils Strauch - CEO