

# Code of Conduct

Code of Conduct



## Table of Contents

|   |   |   |
|---|---|---|
| 1 | Preamble.....                                     | 1 |
| 2 | Mission statement.....                            | 1 |
| 3 | Employees .....                                   | 1 |
| 4 | Discrimination .....                              | 2 |
| 5 | Compliance and anti-corruption.....               | 2 |
| 6 | Environmental protection and sustainability ..... | 2 |
| 7 | Data protection and information security .....    | 2 |
| 8 | Suppliers .....                                   | 2 |

**General note:**

The generic masculine form is generally used in this code of conduct. This is for the sake of simplicity and readability. This form is not intended to discriminate, and it should be emphasised that it always refers to women and men, inter- and trans-persons, as well as those who do not want to or cannot assign themselves a gender.

## 1 Preamble

Dear colleagues, we all share responsibility for the issues of environmental protection, sustainability, data protection, information security, anti-corruption and integrity. This code of conduct forms the basis for the actions of the entire company and each of us, from apprentices to management, so we can fulfil this responsibility. It thus represents our own aspiration to live up to the values and principles set out therein.

## 2 Mission statement

KUMAVISION enables medium-sized enterprises in Central Europe (the German-speaking region, also known as "DACH") to maintain or further develop their specific competitiveness in their markets. With state-of-the-art technology and our long-standing partnership with Microsoft, we are able to put people and their workplaces at the heart of our actions. With our extensive industry knowledge, we can systematically and sustainably exert a positive influence on the performance of companies. KUMAVISION focuses on sectors, market segments and company sizes in which we have been successful with our customers for many years. KUMAVISION thus contributes to the maintenance, growth, adaptability and resilience of the industrial economy in the DACH region.



## 3 Employees

We see trust and respect as the basis in our dealings with all our employees. We accomplish this through responsible and transparent leadership and processes, as well as exemplary positive behaviour. The success of our company is in the minds of our employees.

We also recognise the right of all employees to form trade unions and workers' representative bodies, to enter or withdraw from these organisations and to be active for them. Doing so must not impair employees' ability to perform their employment tasks. Of course, we oppose forced labour and all forms of child labour, and we advocate fair working conditions. We take our responsibility for the safety and health of our employees very seriously.

## 4 Discrimination

We treat all people with honesty, dignity, respect and sensitivity. We do not tolerate any form of discrimination based on ethnicity, nationality, gender, religion, belief, age, disability, sexual orientation, skin colour, political attitudes, social origin or other characteristics protected by law. We have a social responsibility towards society in all corporate activities and are aware of this.

## 5 Compliance and anti-corruption

For us, compliance with local, national and international laws and regulations is a matter of course, as they are the basis for a just and social society and are thus a prerequisite for economically responsible and successful action. We consider compliance with cartel regulations to be a prerequisite for free and open competition.

Our online whistleblower system makes it possible for all business partners and employees to anonymously report information on serious compliance violations:

[KUMAVISION AG Whistleblower Channel](#)

We do not tolerate any form of corruption, bribery or money laundering.

## 6 Environmental protection and sustainability

Part of our sustainability strategy throughout the company is protecting the climate and the environment in order to act in a future-proof manner. We are committed to preserving the natural basis of life and protecting the environment by using all natural resources, such as paper, water and energy, in an environmentally responsible manner.

## 7 Data protection and information security

We are aware that compliance with applicable data protection rights is our responsibility. Therefore, we process data only in accordance with the applicable data protection laws. Likewise, we keep business and trade secrets and other sensitive information entrusted to us in the course of our business activities secret and protect it against access by third parties.

## 8 Suppliers

We also expect our suppliers to adhere to these principles.

Markdorf 05. Februar 2025

Place, date

DocuSigned by:

Helmut Rabanser

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KUMAVISION AG

Helmut Rabanser

Executive Board Member –

COO

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KUMAVISION AG

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