

BARTH & CO

MARKETERS SINCE 1873

Our **Code of Conduct**

THE "A" AND "O" OF OUR ORGANISATION

1 Legal compliance and integrity
Barth & Co undertakes to comply with all legal, regulatory or licensing requirements of the countries in which it operates. Barth & Co is active. All employees are obliged to know and comply with the regulations applicable to their respective areas of responsibility. In their dealings with colleagues, customers, suppliers and authorities, Barth & Co employees must always behave in a legally compliant, professional and fair manner.

2 Fair competition
Barth & Co is committed to a market organisation based on free competition. All employees are obliged to strictly comply with the provisions of competition law and, in particular, antitrust law applicable in their country.

3 Corruption
Barth & Co rejects all forms of corruption. We win orders through the quality of our products and services and fair prices. This naturally also applies to the acceptance of unjustified advantages.

4 Handling with gifts
Contributions (gifts, payments, etc.) may only be made if they are for a generally accepted purpose, are in line with common practice and cannot be construed as a form of bribery. This applies equally to the acceptance of gifts. Gifts must be appropriate and properly recognised in the accounts.

Gifts to business partners that exceed a value of € 35.00 must be reported to the management and authorised. The acceptance of gifts exceeding a value of € 35.00 is prohibited for employees of Barth & Co.

5 Fair employment conditions
Barth & Co is committed to fair employment conditions. In particular, we reject any form of child labour or forced labour.

We expect our employees to treat each other and third parties with respect. We do not tolerate any form of harassment or discrimination in the workplace, especially on the basis of age, disability, origin, gender, religion or sexual orientation. We cultivate an open corporate culture in which all employees contribute their opinions and suggestions for improvement to the company.

6 Workplace safety and health
Barth & Co actively takes care of the protection and health of its employees and endeavours to keep the risks to their health as low as possible in daily working practice and to prevent unnecessary hazards.

We not only adhere to the laws and regulations in the area of occupational health and safety, but also endeavour to set higher standards ourselves.

All employees are informed about the safety instructions and regulations relevant to them and are required to follow them consistently.

7 Climate protection and resource conservation

At Barth & Co, protecting the environment is a top priority. The conservation of natural resources and the efficient use of energy is important to us.

Here, too, we not only adhere to the law but also endeavour to set new and higher standards. Our aim is to minimise the environmental impact caused by us and our energy consumption, to compensate for it and - where possible - to switch to sustainably sourced energy.

The following measures have already been taken or are in progress:

- Photovoltaics for energy self-sufficiency energy supply for our office.
- Measures for the gradual changeover to a paperless office.
- Setting up a home office to reduce the journeys to the workplace.
- Reduction in travelling and especially air travel through more video conferencing.
- Ending the import of tropical timber from critical regions, even if these are legalised (e.g. Indonesia/Brazil/Africa).

Further measures are in preparation.

8 Product testing for safety and legality of origin

Barth & Co takes appropriate measures to ensure the safety of its products. We therefore check our products for substances of concern over and above the legal obligations.

All wood products imported by Barth & Co are checked for the legality of their origin. If there are no FLEGT (Forest Law Enforcement, Governance and Trade) agreements between the countries of origin and the EU, we comply with the requirements of the European Timber Regulation (EUTR).

9 Implementation of the Code of Conduct

This Code of Conduct has been communicated to all employees for its implementation employees and is available on our company website.

All Barth & Co employees are expressly requested to report any circumstances that indicate a violation of this Code of Conduct. Every employee can do this to their superiors.

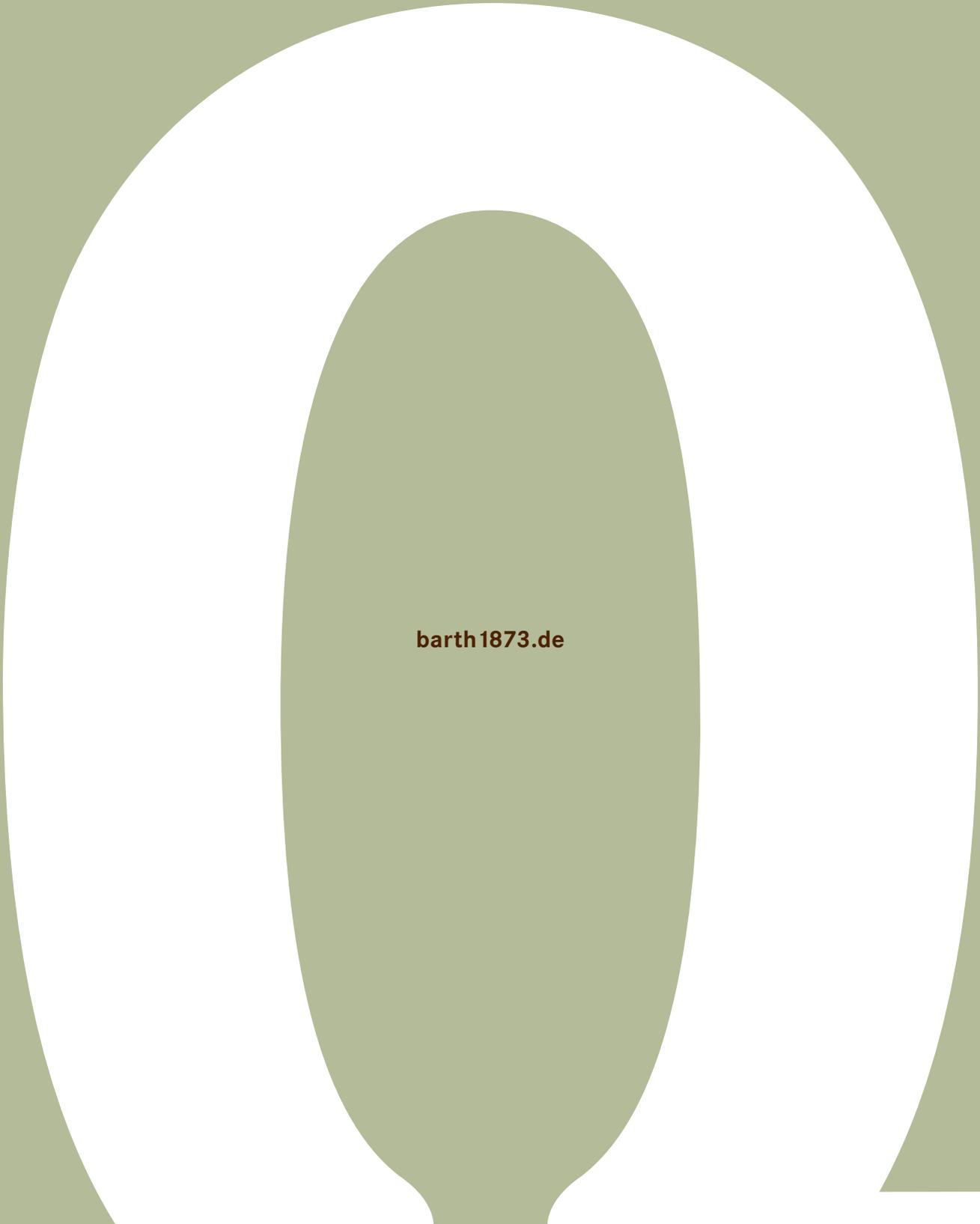
If there is any doubt about the correctness of his or her behaviour, every employee is requested to contact the Barth & Co management directly.

10 Code of conduct for suppliers

We require our suppliers to accept and implement the "Barth & Co Suppliers Code of Conduct".

Our approach is based on an analysis of the risk of the supplier countries and the individual risks of individual productions.

Implementation is prioritised according to the risk analysis and carried out by means of on-site audits by Barth & Co employees. Requested and agreed changes are reviewed during follow-up audits. Repeated failure to comply with agreements made is penalised by a gradual reduction in order quantities and leads to the termination of the business relationship in the event of persistent non-compliance.

A large, stylized white letter 'Q' is centered on a solid olive-green background. The letter has a thick, rounded top and a vertical stem at the bottom. The interior of the letter is filled with the same olive-green color as the background, creating a negative space effect.

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