



OUR PRINCIPLES FOR RESPONSIBLE BUSINESS CONDUCT

Oberhauser Bau-Systeme GmbH

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Foreword

Since the 1950s, Oberhauser Bau-Systeme GmbH has stood for quality, precision and reliability in the fields of glass construction, patio roofing systems and photovoltaic mounting systems. As a medium-sized company headquartered in Niederbergkirchen, we recognize our responsibility towards our employees, customers, business partners and suppliers, as well as towards society and the environment.

This Code of Conduct sets out the principles that guide our business activities. It establishes a binding framework for acting with integrity, responsibility and sustainability across all areas of our company. In doing so, we are guided by the ten principles of the United Nations Global Compact (UNGC), as well as by applicable legal requirements and our internal standards.

Our objective is to combine commercial success with responsible business practices across our production operations, on construction sites and in our cooperation with business partners. We regard sustainability not only as a responsibility, but also as an integral part of our corporate identity. Through our services and products, we contribute to promoting alternative power and energy solutions and to shaping future-proof infrastructure.



Andreas Oberhauser

Dipl.-Ing. | CEO

Scope

This Code of Conduct is binding upon the Management Board, all employees and, where applicable, our business partners, suppliers and service providers working with Oberhauser Bau-Systeme GmbH.

It applies to all areas of the company and all business processes, particularly development, manufacturing, installation, purchasing and procurement, project execution, and cooperation with customers, suppliers and other business partners.

Responsibility and Review Mechanism

The Management Board bears overall responsibility for the introduction, implementation and regular further development of this Code of Conduct.

All employees and business partners are required to comply with the principles set out herein and to report any suspected or actual violations. This Code of Conduct is reviewed regularly to ensure that it remains up to date, appropriate and effective.



Andreas Oberhauser

Business owner | CEO

10.08.2026

1. Human Rights (UNGC Principles 1, 2)

We uphold and respect internationally recognized human rights and do not tolerate any form of human rights violation within our sphere of influence. We are committed to conducting our business activities in a manner that safeguards the dignity, freedom and security of every individual.

This applies in particular to our treatment of employees, conduct on construction sites and at project locations, and cooperation with business partners and suppliers.

We treat all individuals with respect and fairness, we do not participate in or support human rights violations, and we act responsibly in our day-to-day work and in our interactions with one another.

2. Labor Standards (UNGC Principles 3, 4, 5, 6)

We are committed to fair working conditions that comply with all applicable laws and regulations. Our conduct is based on applicable employment legislation and the core labor standards of the International Labor Organization (ILO).

We do not tolerate child labor, forced labor or any other form of involuntary labor, discrimination, harassment or unequal treatment, or unfair or unlawful working conditions.

We are committed to fair remuneration, reasonable working hours and a respectful and safe working environment. Freedom of association and the right to employee representation are respected in accordance with applicable legal requirements.

For Oberhauser Bau-Systeme GmbH, reliability, mutual respect and responsible cooperation form an essential foundation of our day-to-day work.

3. Environmental Protection (UNGC Principles 7, 8, 9)

The responsible use of natural resources is an integral part of our business activities. We take environmental considerations into account throughout our processes and strive to avoid or minimize adverse environmental impacts wherever possible.

We are committed to complying with all applicable environmental laws and regulations, properly separating and disposing of waste, using resources such as energy, water and materials as efficiently as possible, and promoting environmentally friendly and sustainable solutions wherever technically and economically feasible.

As a company that promotes and contributes to the development and manufacture of systems for alternative power and energy solutions, we regard sustainability as a practical element of our day-to-day activities. This is reflected not only in our products and services, but also in our own operations.

Established measures within our company include generating and using electricity from our own facilities, using electric vehicles, operating a biomass heating system, promoting and manufacturing solutions in the field of alternative power and energy systems, and using energy and resources consciously and efficiently in our day-to-day operations.

Our objective is to implement our environmental responsibility in a visible and effective manner, both in our operational processes and through the products and services we provide.

4. Anti-Corruption and Ethical Business Conduct (UNGC Principle 10)

Integrity, reliability and compliance with the law are essential prerequisites for our commercial success. We strictly reject all forms of corruption, bribery, extortion, money laundering and other improper or unlawful conduct.

Business decisions must always be made objectively, transparently and in a traceable manner. Personal interests must not exert any improper influence on business decisions. Conflicts of interest must be disclosed and avoided.

We are committed to maintaining zero tolerance towards corruption and bribery, ensuring transparency in the handling of gifts, invitations, hospitality and other benefits, avoiding and disclosing conflicts of interest, protecting confidential information and sensitive company data, complying with applicable data protection requirements, particularly the General Data Protection Regulation (GDPR), and using digital systems and means of communication responsibly and securely.

To strengthen information security and ensure the responsible use of digital systems and company data, we have established weekly IT training sessions for our employees. These sessions are designed to continuously raise awareness of information security, data protection and the secure use of the company's IT infrastructure.

5. Responsible Supply Chain and Procurement

We expect our suppliers, service providers and business partners to conduct their activities responsibly, lawfully and with integrity.

When selecting and cooperating with business partners, we consider, to the best of our knowledge and belief, not only commercial and quality-related criteria, but also social, environmental and ethical standards. We select our suppliers carefully and seek to ensure that there are no identifiable violations of the principles set out in this Code of Conduct.

Our objective is to promote a supply chain that is legally compliant, responsible, resilient and trustworthy over the long term.

Where appropriate and practicable, we communicate our requirements to our business partners and expect them to respect the fundamental principles of this Code of Conduct.

6. Occupational Health and Safety

The health and safety of our employees are of the highest priority. This applies particularly to activities carried out in production facilities and warehouses, during installation work and on construction sites.

We provide the necessary conditions for a safe working environment by complying with all relevant occupational health and safety regulations, providing suitable personal protective equipment, conducting regular training and awareness-raising activities, and implementing preventive measures to avoid accidents and health risks.

Established measures within our company include regular first-aid courses, working-at-height and climbing safety training, and occupational safety briefings for our employees.

Through these measures, we strengthen safety awareness and encourage a responsible approach to the requirements and risks of day-to-day work, particularly in activities involving an increased risk of injury or harm.

For us, safe working practices are not a secondary consideration, but an essential component of professional performance and responsible corporate governance.

7. Violations of this Code of Conduct

Violations of this Code of Conduct, applicable laws and regulations, or internal policies must be identified, reported and investigated at an early stage.

Employees and external business partners are encouraged to report any suspected violations in good faith and to the best of their knowledge. All reports will be treated confidentially. No individual shall suffer any disadvantage or retaliation as a result of making a report in good faith.

Reporting Channels

Telephone: +49 8635 693920

E-Mail: info@ohbau.de

Website: www.ohbau.de

Disciplinary Measures

Violations of this Code of Conduct will be investigated and, depending on the nature and severity of the violation, will be subject to appropriate and consistent sanctions. Such violations may result in consequences under employment law, civil law or criminal law.

Possible measures range from a verbal or written warning to the termination of the employment or business relationship, provided that such action is legally permissible and objectively justified.