oberhauser
Bau » Systeme

CODE OF CONDUCT



OUR PRINCIPLES FOR RESPONSIBLE BUSINESS CONDUCT

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Foreword

We, Oberhauser Bau-Systeme GmbH, have stood for quality, precision and reliability in the fields of glass construction, patio roofs and PV mounting systems since the 1950s. As a medium-sized company based in Niederbergkirchen, we recognise 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 provides a binding framework for acting with integrity and responsibility 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 internal standards.

Our aim is to combine economic success with responsible business conduct – in production, on construction sites and in our cooperation with business partners. We regard sustainability not only as a responsibility, but also as part of our corporate identity. Through our products and services, we support, among other things, the construction of photovoltaic systems and the technical implementation of the related energy infrastructure.



Andreas Oberhauser

Dipl.-Ing. | CEO

Scope

This Code of Conduct is binding on the management and all employees of Oberhauser Bau-Systeme GmbH. We expect our business partners, suppliers and service providers to observe the principles of this Code of Conduct that are applicable to them. Where corresponding requirements have been contractually agreed or incorporated through separate supplier requirements, they are binding on the respective business partners.

Responsibility and Review Mechanism

The management is responsible for the introduction, implementation, regular review and further development of this Code of Conduct.

All employees are required to comply with the principles set out herein and to report potential violations through the designated reporting channels. Corresponding obligations apply to business partners where these have been contractually agreed.



Andreas Oberhauser
Business owner | CEO
10.08.2026

1. Human Rights (UNGC Principles 1, 2)

We respect internationally recognised human rights and do not tolerate any form of human rights violations 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 the way we treat our employees, to conduct on construction sites and at project locations, and to our cooperation with business partners and suppliers.

In particular, we are committed to treating all people with respect and fairness, to refraining from any involvement in or support of human rights violations, and to acting responsibly in our day-to-day work and in our interactions with one another.

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

We are committed to fair and legally compliant working conditions. Our actions are based on applicable labour laws and the core labour standards of the International Labour Organization (ILO).

In particular, we do not tolerate child labour, forced labour or any other form of involuntary labour, discrimination, harassment or disadvantage, 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 laws.

For Oberhauser Bau-Systeme, this means in practical terms that we regard reliability, mutual respect and responsible cooperation as essential foundations of our day-to-day work.

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

Responsible use of natural resources is an integral part of our business activities. We take environmental considerations into account in our operational processes and aim to avoid or reduce environmental impacts wherever possible.

In particular, we are committed to complying with applicable environmental regulations, properly separating and disposing of waste, and using energy, water and materials as efficiently as possible. In relevant procurement, product and project decisions, we take environmental considerations into account where the relevant information is available and the requirements are technically and economically feasible.

Measures already implemented within our company include, in particular, the generation of electricity from photovoltaic systems, the use of electric vehicles, the operation of a wood-chip heating system, and the use of a heat pump at our company site.

In addition, we develop and manufacture, among other things, mounting systems for photovoltaic installations and thereby make a technical contribution to the construction of systems for generating solar electricity.

Our aim is to systematically take environmental considerations into account in our operational processes as well as in relevant product, procurement and project decisions.

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

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

In particular, we are committed to zero tolerance towards corruption and bribery, transparent handling of gifts, invitations and other benefits, the avoidance and disclosure of conflicts of interest, the protection of confidential information and sensitive company data, compliance with data protection requirements, in particular the General Data Protection Regulation (GDPR), and the responsible and secure use of digital systems and means of communication.

To strengthen information security and the responsible handling of digital systems and company data, we provide regular IT training and awareness-raising measures for our employees. These measures are intended to strengthen 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 act responsibly, in compliance with the law and with integrity.

When selecting and working with partners, we take into account not only economic and quality-related criteria but also social, environmental and ethical considerations, insofar as relevant information is available. Any indications known to us of potential violations of essential principles of this Code of Conduct are taken into account when assessing the business relationship.

Our aim is to promote responsible, reliable and long-term business relationships.

We expect key suppliers to observe the principles of this Code of Conduct that are applicable to them. Where appropriate, corresponding requirements are agreed contractually or through separate supplier requirements.

6. Occupational Health and Safety

The health and safety of our employees are our highest priority. This applies in particular to activities in production, warehousing, assembly and on construction sites.

We create the conditions for a safe working environment by complying with all relevant occupational health and safety regulations, providing appropriate 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, in particular, regular first-aid courses, climbing safety training and safety briefings for our employees.

In this way, we strengthen safety awareness and promote a responsible approach to the requirements of day-to-day work, particularly in activities involving increased risks.

For us, safe working is not a secondary consideration, but an essential part 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 Concerns

Information about potential violations can be submitted to Oberhauser via the following contact channels:

Telephone: +49 8635 693920

Email: 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.