

CODE OF CONDUCT STATEMENT



The **Sirius-ES** code of conduct sets forth standards for ethical business behavior to prevent corruption and/or indecent behavior. The code defines the general rules that shall be observed in the order to comply with our ethical standard for good business behavior.

The **Sirius-ES** code of conduct is based on the Ten Principles of the UN Global Compact; we are hereby committed to work against corruption in all its forms, including extortion and bribery, and operate in a responsible way in areas of human rights, labor and the environment.

Human Rights

1. **Sirius-ES** supports and respects the protection of internationally proclaimed human rights
2. Make sure that we are not complicit in human rights abuse

Labor

3. **Sirius-ES** upholds freedom of association and the effective recognition of the right to collective bargaining
4. The elimination of all forms of forced and compulsory labor
5. The effective abolition of child labor
6. The elimination of discrimination in respect of employment and occupation

Environment

7. **Sirius-ES** supports a precautionary approach to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies

Anti-corruption

10. Sirius-ES works against corruption in all forms, including extortion and bribery

Reviewed and approved:
01st September 2025

A blue ink signature of Alexander Buchner, CEO, written in a cursive style.

Alexander Buchner, CEO