

#ethics + values

2030+



code of conduct

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#1

preamble

Our Code of Conduct reflects our firm belief that economic success is inseparably linked to ethical behavior, social responsibility, and legal reliability. It serves as a binding framework of orientation for all employees, business partners, and stakeholders – regardless of role, location, or hierarchy.

To ensure clarity and practical applicability, this Code of Conduct is structured into five thematic chapters:

A Corporate Values and Ethical Principles

This chapter forms the moral foundation of our actions. It outlines the values that shape our identity – such as respect, fairness, responsibility, reliability, innovation, and quality.

B Social Responsibility and Working Conditions

Here, we explain how we ensure decent working conditions, equal treatment, health protection, and fair wages – both within our own company and throughout our supply chains.

C Environmental Responsibility

This chapter describes our commitment to climate and environmental protection, resource conservation, and sustainable business practices – as part of our corporate responsibility to future generations.

D Corporate Governance and Compliance

We outline our adherence to international standards, compliance with national laws, and internal policies. This includes data protection, intellectual property, certifications, and the responsible handling of information.

E Integrity in Everyday Business

Finally, we demonstrate how we put our values into practice in daily operations – through fair competition, anti-corruption measures, transparent communication, whistleblower reporting systems, and continuous review and improvement.

Our Code of Conduct has been developed in alignment with the content and structure of the Corporate Sustainability Reporting Directive (CSRD). It reflects key topics that are also addressed in our sustainability report. We are already actively working on implementing these requirements – with the goal of systematically embedding sustainability, transparency, and accountability across all areas of our organization.

This Code of Conduct is more than a set of rules – it is a commitment to a values-driven corporate culture. We invite everyone to actively support and bring it to life.



#2

company profile

Since 1979, the name KLOTZ has stood for quality, precision, and reliability – Made in Germany. Under the brand “KLOTZ Cables,” we develop and manufacture high-quality cable and connection systems for professional applications in the fields of audio, video, and multimedia. Our products meet the highest technical standards and are used worldwide. This promise of quality is upheld by KLOTZ AIS GmbH, headquartered in Vaterstetten near Munich, Germany.

Our products are used internationally in professional audio, video, and multimedia technology (ProAVM). Our customers include companies in studio technology, system integration, rental and installation services, as well as institutions with cultural, artistic, or religious missions. These solutions are used in a wide range of applications – from mobile event setups to permanently installed systems in buildings and venues.

We are also a long-standing and established partner in the musical instrument retail sector (MI). More than 2,500 specialist dealers worldwide – from small independent shops to large mega-stores – carry our products. Musicians, from amateurs to international top stars, rely on instrument and audio cables from the „KLOTZ“ brand.

Our product portfolio includes:

- Audio, video, and multimedia cables made of copper and fiber optics
- Control and power cables
- Bulk cable and premade cable solutions
- Analog and digital signal transmission systems
- Connector housings and connectors
- Signal management systems, connection boxes, metal enclosures, and accessories
- Mechanical and electronic components

In addition to a comprehensive standard range of over 8,500 items, we also design and manufacture customized special solutions in our in-house production facility.

A key element of our approach is the continuous exchange between development, product management, and end users. This ensures the creation of practical, high-quality solutions tailored to specific requirements.

At KLOTZ AIS, we stand for technical expertise, reliability, and a collaborative partnership with our customers, suppliers, and employees.

#3

corporate values and ethical principles



Our business conduct is inseparably linked to social and human responsibility. We are guided by the ethical and social core values of our society and act in accordance with applicable laws.

Our actions are guided by integrity, responsibility, and respect - for our customers, business partners, employees, and society. These values are deeply embedded in our corporate culture and influence every decision we make.

Integrity

We act honestly, transparently, and responsibly. Our decisions are based on clear principles and comprehensible standards.

Responsibility

We take responsibility for the impact of our actions on the environment, society, and the economy. For us, sustainability is a core business objective.

Respect und Fairness

We promote respectful interaction, characterized by equal treatment, trust, and collaborative partnerships – regardless of origin, gender, religion, identity, or beliefs.

Reliability

We act in a trustworthy and dependable manner. We honor our commitments, deliver on our promises, and cultivate long-term relationships based on mutual trust and consistency.

Innovative Strength

We think ahead, develop creative solutions, and actively contribute to technological progress.

Excellence in Quality

We strive for the highest quality – in our products, processes, services, and customer support. This is achieved through technical expertise, quality-driven manufacturing, and continuous improvement.

These values are firmly embedded in our organization and form the basis for all decisions, processes, and relationships.

Our ISO certifications underscore our commitment to quality, responsibility, and sustainable growth – for the benefit of our customers, business partners, employees, and the company itself.

#4

social responsibility and working conditions

We – management and employees – share a common goal: to implement our business purpose holistically and successfully. In doing so, we create the foundation for secure jobs and stable incomes – making a vital contribution to the long-term stability of our business.

Social Responsibility and Working Conditions

We are committed to fair working conditions and legally compliant remuneration, aligned with national legislation and, where applicable, collective agreements.

We respect internationally recognized human rights. The personal dignity, privacy, and freedom of expression of all employees are upheld. Discrimination, bullying, harassment, and any form of physical or psychological violence are not tolerated.

Child labor is strictly prohibited. We do not employ individuals under the age of 15. For hazardous work, the minimum age is 18. Forced labor, modern slavery, or any comparable forms of involuntary work are forbidden. All employment is voluntary and may be terminated at any time.

We respect the right to freedom of association, assembly, and collective bargaining. Where legal restrictions exist, we advocate for appropriate alternatives to protect the interests of our employees.

Equal opportunity is a core principle. All employees are treated equally, regardless of gender, age, origin, sexual identity, disability, religion, or belief.

Health and Safety

The health and safety of our employees are of the highest priority. We implement a systematic occupational health and safety management system based on legal requirements and international standards. This includes:

- Safe and ergonomically designed workplaces
- Personal protective equipment
- Accident prevention measures
- Regular training and instruction
- Access to clean drinking water, fresh fruit, and hygienic sanitary facilities
- Emergency plans and a functioning incident reporting system

We work closely with the relevant professional association (German “Berufsgenossenschaft”) to continuously improve occupational safety and health protection.

Conflict Minerals

We are committed to exercising due diligence to ensure that our products do not contain conflict minerals whose extraction is associated with human rights violations, corruption, or the financing of armed groups. Our goal is to contribute to the respect of human rights and the promotion of transparent supply chains through responsible sourcing practices.

Industry Engagement and Consumer Protection

KLOTZ AIS is a founding member of the VPLT – the German Association for Media and Event Technology – and a member of the German Chamber of Industry and Commerce. As a certified opticalCON partner of NEUTRIK, we actively engage in professional exchange and advocate for high quality standards within the industry.

In our dealings with consumers, we are committed to complying with all consumer protection laws. Our sales and marketing practices are transparent and responsible – particularly with regard to vulnerable groups.

#5

environmental responsibility

We are committed to responsible and sustainable corporate governance. Environmental and climate protection are integral parts of our business practices.

We focus on resource-efficient processes, durable products, and a quality-driven production approach. All manufacturing takes place in Germany.

To support the achievement of our environmental goals, we are in the process of establishing an environmental management system (Sustainability Report – CSRD, see also in chapter “Corporate Governance and Compliance”). This includes setting concrete goals, implementing appropriate measures, and regularly reviewing and improving our performance. Key areas of focus include:

- Reducing CO₂ emissions
- Increasing energy efficiency
- Utilizing renewable energy sources
- Using water responsibly and sparingly
- Ensuring air quality
- Promoting resource efficiency
- Proper disposal of waste
- Safe handling of hazardous substances to protect people and the environment

Over the past years, we have made significant progress in the area of sustainable business practices. As a part of our efforts to reduce greenhouse gas emissions, we achieved a CO₂ savings of approximately 79,8 tons between October 2020 and the end of 2024 by generating electricity with our company-owned solar power system (based on an average emission factor of 0,4 kg CO₂/kWh*).

In addition, we have developed a comprehensive sustainability strategy that defines clear targets for the coming years across the entire value chain. These include reducing waste through the adoption of alternative packaging solutions and the planning and sustainable construction of a new production and logistics facility that meets the latest energy efficiency standards. The facility is expected to be operational by January 2026.

*) Emission factor for electricity mix (Germany, as of 2023/2024).

We are committed to complying with all applicable environmental laws and aligning our practices with internationally recognized environmental standards. Our goal is to minimize the negative impact of our business activities and actively promote sustainable development.

All employees are made aware of environmental issues and have access to training to support responsible behavior in their daily work.



#6

corporate governance and compliance

We are committed to responsible, transparent, and forward-looking corporate governance. Our leadership principles are based on clear values, long-term thinking, and respectful engagement with all stakeholders.

6.1 Principles of Corporate Governance

- **Responsibility and Sustainability**
// Our decisions are guided by long-term objectives and take into account economic, environmental, and social impacts.
- **Transparency**
// We maintain open communication and value transparent decision-making processes. Relevant information is provided promptly, comprehensively, and in an understandable manner.
- **Legal Compliance and Integrity**
// Compliance with legal requirements and internal policies is a matter of course. We foster a corporate culture in which ethical behavior is actively practiced.
- **Risk Management and Control**
// We systematically identify and assess risks and implement appropriate measures to manage and minimize them. Internal control mechanisms ensure compliance with our standards.
- **Principled Leadership**
// Our managers embody our corporate values in their leadership. They promote individual responsibility, facilitate constructive dialogue, and actively invest in the advancement of their teams.
- **Stakeholder Orientation**
// We consider the interests of our customers, employees, business partners, and society. Engaging in dialogue with internal and external stakeholders is part of our leadership responsibility.

6.2 International Guidelines and Standards

We align our practices with globally recognized norms and principles that define human rights, social responsibility, and corporate accountability:

- **ILO – International Labour Organization**
// legally binding under international law - core labor standards:
 - Freedom of association and protection of the right to organize (Convention 87)
 - Right to collective bargaining (Convention 98)
 - Elimination of forced labor (Conventions 29 and 105)
 - Abolition of child labor (Conventions 138 and 182)
 - Equality in employment and occupation (Conventions 100 and 111)
- **UNGP – United Guiding Principles on Business and Human Rights**
// non-binding - but authoritative for human rights-compliant business conduct.
- **OECD – Organisation for Economic Co-operation and Development**
// non-binding - Guidelines for Multinational Enterprises - recommendations for responsible business conduct, including human rights
- **UNGBC – United Nations Global Compact**
// non-binding - voluntary commitment to principles on human rights, labor standards, environment, and anti-corruption.
- **UN – Convention on the Rights of the Child**
// Article 32 (legally binding)
- **CSRD – Corporate Sustainability Reporting Directive**
// legally binding from 2026, EU directive on sustainability reporting

6.3 Sustainability Reporting (CSRD)

In 2024, we began taking initial steps to implement the EU-Directive 2022/2464 (CSRD). Our goal is to publish a comprehensive sustainability report by 2026 that transparently presents ecological, social, and corporate aspects.

In the upcoming reporting year 2025, we established internal structures for data collection and analysis to ensure well-founded and traceable reporting. Our 2025 sustainability report will be based on the double materiality principle as required by the CSRD. This includes both the financial impact of sustainability risks on the company (outside-in perspective) and the impact of our business activities on the environment and society (inside-out perspective). This approach enables a comprehensive and balanced presentation of material sustainability topics.

We will ensure an appropriate level of detail in the 2025 report. All main subjects that significantly affect the company's operations, the environment, or society will be addressed in depth. Where available, quantitative indicators and qualitative analyses will be provided.

The report will be structured according to the internationally recognized Global Reporting Initiative (GRI) guidelines and aligned with the European Sustainability Reporting Standards (ESRS).

6.4 National Legislation in the Country of Production

Compliance with national laws is a fundamental principle. Relevant legal frameworks include, among others:

- German Criminal Code – Strafgesetzbuch (StGB)
 - § 299 StGB: Bribery and corruption in business transactions
 - § 331-335 StGB: Acceptance and granting of advantages involving public officials
- German Administrative Offenses Act – Gesetz über Ordnungswidrigkeiten (OWiG)
 - especially § 130: Breach of supervisory duties
- German Money Laundering Act – Geldwäschegesetz (GwG) – obligations to prevent money laundering
- General Data Protection Regulation (GDPR) – Datenschutz-Grundverordnung (DSGVO)
 - protection of personal data
- Germany Occupational Health and Safety Act – Arbeitsschutzgesetz (ArbSchG)
 - health and safety at work
- German Supply Chain Due Diligence Act – Lieferkettensorgfaltspflichtengesetz (LkSG)
 - human rights and environmental standards in the supply chain



6.5 Internal Policies and Standards

In addition to external regulations, company-specific policies guide our daily actions:

- Corporate values and leadership principles
- Compliance and conduct guidelines
- IT and information security policies
- ISO certifications according to DIN EN ISO 9001:2015:
 - **Vaterstetten, Germany, headquarters:**
Development and distribution of audio, video, and multimedia cables, control cables (copper and fiber), preassembled cables, analog and digital signal transmission systems, metal enclosures, connection boxes, accessories, and mechanical and electronic components
 - **Wittighausen/Vilchband, Germany, production site:**
Production and manufacturing of the above-mentioned products and components with identical scope
- RoHS Declaration of Conformity
- interseroh – zero waste solutions / resources SAVED
- WEEE (Waste of Electrical and Electronic Equipment)

6.6 Intellectual Property and Innovation Protection

We protect our technological developments and design solutions through numerous registered intellectual property rights with the European Union Intellectual Property Office (EUIPO). These underline our innovative strength and commitment to technical excellence:

- Patents for “connectors and methods for assembling a connector”
- Patents for “packaging for a cable, especially preassembled cables”
- Patents for “connector housings and connectors”
- Registered design for “connector housings and connectors”
- Registered design for “power distribution boxes”
- Registered design for “electrical connectors”

These rights not only secure our technological uniqueness but also strengthen our position as an innovation leader in professional cable and connection technology.

We maintain the confidentiality of sensitive information and respect the protection of intellectual property. The exchange of technology and expertise is always conducted in a way that safeguards intellectual property rights, customer and business data, trade secrets, and non-public information. We strictly comply with applicable legal requirements and treat the confidential information of our business partners with the utmost reliability and discretion.

#7

integrity in everyday business conduct

Integrity, Honesty, and Transparency

Our communication, as well as our sales and marketing practices, are guided by the principles of truthfulness, accountability, and ethical integrity. We act transparently and responsibly—especially with regard to vulnerable groups.

Anti-Money Laundering

We implement all necessary measures to prevent money laundering and clearly distance ourselves from any activities that could serve to conceal the origin or legitimize the use of illegal funds.

Fair Competition

We strictly comply with all applicable national and international competition and antitrust laws. We categorically reject and do not participate in price-fixing, market or customer allocation, or any form of bid rigging.

Avoidance of Conflicts of Interest

We expect our suppliers to adhere to the principles of this Code of Conduct or to apply comparable standards within their own organizations. Furthermore, we explicitly encourage them to implement and enforce these principles throughout their own supply chains.

Compliance with Applicable Laws and Regulations

We comply with all relevant national and international laws and regulations, to the best of our knowledge

Anti-Bribery and Anti-Corruption

We firmly reject all forms of corruption, bribery, and extortion, as they undermine fair competition. Any form of benefit intended to influence business decisions or create the appearance of undue advantage is unacceptable in our business relationships. Such actions must not be offered, promised, granted, requested, or accepted. Interactions with individuals who are subject to specific legal provisions - such as public officials - are governed by particularly stringent standards.



Transparency and Reporting

We are committed to diligently implementing, documenting, and integrating the principles and values of this Code of Conduct into our daily operations. All employees are made aware of its contents and receive appropriate training on relevant topics.

Reporting Violations

Violations of this Code of Conduct can be reported anonymously. Whistleblowers are protected and must not suffer any disadvantages as a result of their report.

Disclosure of Information

We promote open, transparent, and dialogue-oriented communication regarding the requirements and implementation of this Code of Conduct - both internally and in our interactions with customers, suppliers, and other stakeholders.

Dealing with Business Partners

We maintain fair and transparent relationships with customers, suppliers, and business partners. We strictly reject corruption and unfair business practices. Confidential information is handled with the utmost care.

#8

scope and binding nature

Scope and Implementation

This Code of Conduct applies to all employees, managers, and business partners of KLOTZ AIS GmbH. The management is committed to regularly reviewing and further developing its contents.

Responsibility of Our Suppliers

We expect our suppliers to comply with the principles set out in this Code of Conduct or to apply comparable standards within their own organizations. Respect for human rights, social responsibility, and environmental standards is a fundamental part of any responsible business relationship. We reserve the right to verify compliance with these requirements through audits, self-assessments, or on-site visits.

Suppliers found to be in violation of these principles will be required to take appropriate corrective actions. In cases of serious or repeated violations, we reserve the right to terminate the business relationship.

Binding Nature and Legal Disclaimer

This Code of Conduct serves as a guiding framework and outlines the ethical, social, and legal principles that govern the business conduct of KLOTZ AIS GmbH. It is an integral part of our corporate culture and – where contractually agree – applies to employees, managers and external business partners.

The Code of Conduct does not replace applicable laws, regulatory requirements, or labor regulations. In cases of conflict or legal uncertainty, the relevant legal provisions shall take precedence.

KLOTZ AIS GmbH reserves the right to revise this Code of Conduct regularly and adapt it to new legal, societal, or economic developments.

This Code of Conduct is a voluntary declaration of commitment by KLOTZ AIS GmbH. It does not give rise to any enforceable claims or legal rights against the company.

This document was partially created with the assistance of artificial intelligence.
Final responsibility for its content lies with the reviewing individual.

Responsible for content (§ 55 Para. 2 RStV):

Peter Klotz

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Signed by the Shareholders:

A handwritten signature in black ink, appearing to read 'D. Klotz'.

Dieter Klotz

A handwritten signature in black ink, appearing to read 'P. Klotz'.

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A handwritten signature in black ink, appearing to read 'Stefan Brenner'.

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