



Anti-Corruption

Directive



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Directive Anti-Corruption

„Only a corruption-free system makes it possible for all participants to compete on a level playing field.“

(ICC Rules on Combating Corruption, 2011 edition)

BOI – You Can Trust Us!

Fair competition is the foundation of BOI's business practices. Corruption stands in direct opposition to our beliefs and the values that define our company. We strive to run our business in a fair, honest, and transparent manner.

The trust of our customers and our reputation are of utmost importance to us. Corruption would severely damage both our reputation and the relationships of trust we have built with our customers and suppliers. To preserve this trust and maintain our good reputation, strict compliance with all laws and regulations against corruption is essential. In addition, we are fully committed to a clear anti-corruption policy.

What is Corruption?

According to the definition of Transparency International (<http://www.ti-austria.at>), corruption is "the abuse of entrusted power for private gain."

Corruption includes:

- Bribery or acceptance of bribes
- Political corruption
- Attempts to gain advantages through illicit payments

Such advantages may include:

- Preferential treatment in the awarding of contracts or other forms of favoritism
- Disclosure of confidential information
- Generous gifts, money, etc.

Our Anti-Corruption Policy

Our anti-corruption policy is based on the ICC Rules of Conduct to Combat Extortion and Bribery in International Business. All employees, including senior management, must act in a way that ensures "no personal dependency or obligation is created" ("Combating Corruption – An ICC Code of Conduct for Business," ICC Germany and DIHK, 2008).

- Offering or accepting any form of bribery is strictly prohibited.
- A clear separation between business and private life must be maintained to avoid conflicts of interest.
- All interactions with public officials, private individuals, or companies must be conducted openly, transparently, and within the bounds of the law.
- BOI contracts routinely include anti-corruption clauses.
- Business records and other company documents must be kept properly and transparently.
- All employees are required to report any suspicion of corruption. Management ensures that such reports are taken very seriously and are promptly investigated.
- If an employee refuses to accept or make a bribe, they must not suffer any negative consequences, even if this results in business disadvantages for BOI GmbH.

Sanctions

Each employee is responsible for complying with applicable laws and this policy. BOI's management provides the necessary framework conditions to support compliance. Violations of laws or this policy will be subject to disciplinary measures by management.

BOI also expects its suppliers and customers to adhere to all anti-corruption laws. If business partners violate this policy, BOI reserves the right to terminate the business relationship in accordance with the law.

Conclusion

We regard our anti-corruption policy as our contribution to a functioning society and economy.

„Corruption causes not only material damage but also undermines the very foundation of society.“

(<https://www.transparency.de>)

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BOI – We set an example.

- Our vision is a society in which economic management goes hand in hand with social commitment and ecological action.
- Our mission is to make the best possible contribution to ensuring sustainable development on an economic, social and ecological level.
- We want to operate in a net zero manner from 2026 and are already taking numerous measures to reduce our greenhouse gas emissions.
- We pay attention to the well-being of our employees and take measures to protect their health.
- We consistently donate 10% of our annual profit to social and environmental organizations.



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