



Code of Business Conduct

Human Rights

The adherence to international human rights is self-evident for us. We respect and support the protection of international human rights within our area of influence.

We oppose any form of discrimination based on e. g. ethnic origin, gender, religion, faith, creed, ideology, disability, age, sexual identity or other individual-related characteristics.

Labour Norms

Ban on child labour

We adhere strictly to the relevant German laws regarding minimum age for employing children.

Free choice of employment

Forced labour is not permitted. The employees have the right to cancel the employment contract observing an appropriate timeline.

Employees are not forced to surrender their ID-documents or work permits as a precondition for employment.

Freedom of Association

All employees have the right to join unions (at all levels).

Health & Safety

It is our duty to maintain work safety and health protection in the work environment. We adhere to all relevant national laws and standards.

Dialogue

Workers have the right to communicate openly about work conditions with company management without having to fear disadvantages of any kind.

Wages and social benefits, working hours

We adhere to the relevant German laws and industry standards regarding remuneration and payment, social benefits and working hours.

Integrity and Compliance

Applicable laws

We comply with all relevant national and European laws.

Export Controls and Economic Sanctions

Restrictions on the export or re-export of goods, such as restrictions on trade with certain countries, regions, companies or organizations and individuals, are taken into account.

We avoid the usage of so-called conflict minerals by all means necessary. This mainly concerns raw materials sourced in the Democratic Republic of Congo and its surrounding countries. Basis is Section 1502 of the Dodd-Frank-Act of the SEC from July 2010.

The term "conflict minerals" refers to the following substances: Coltan, Niobium, Tantalum, Tin, Gold, Tungsten as well as derivatives thereof.

Intellectual property and plagiarism

We respect and acknowledge intellectual property of third

parties. Intellectual property is only used with appropriate rights of use. Detected plagiarism will not be circulated, but reported to the appropriate authorities.

Whistleblowing

All employees can report unlawful behavior anonymously or confidentially without fear of negative repercussions.

Opposing corruption

As a general rule, we do not bribe or influence third parties and will not be influenced by being offered off-topic advantages and expects such behaviour also from our business partners.

We stand up against any kind of corruption, including black mail, bribery, and embezzlement.

Anti-Trust Law / prohibition of price agreements

Non-competitive behaviour, e. g. price fixing, dividing up market segments or other breaches of competition laws that impair free competition, is not accepted.

Supplier Management

We expect consistent quality from our suppliers as agreed. We regularly assess the quality capability of our suppliers. Our goal is to establish a long-term relationship with our suppliers based on partnership.

We do not tolerate illegal, unethical behavior on the part of our suppliers and expect and encourage compliance with our corporate principles.

Environmental Standards

Environmental responsibility

We comply with the laws relevant to us and act preventively to protect the environment as part of our certified environmental and energy management systems.

Environmentally friendly production

During all phases of the production processes an optimal environmental protection is warranted. This includes a proactive proceeding, to avoid the consequences of accidents that may have a negative effect on the environment.

Special importance lies on the application and further development of energy and water saving technologies, supported by strategies to reduce emissions and increase recycling and reconditioning.

Environmentally friendly products

All products adhere to the environmental protection standards of the applicable industry and market segment. Dangerous raw materials and products are handled, transported, stored, recycled and disposed safely.