

## Our Code of Conduct

Our Code of Conduct describes our values and actions in dealing with each other, with our customers, suppliers and other business partners.

All employees of our companies understand that they must behave in compliance with the laws of the states/countries in which they work and reside.

Our internal practices and behaviours as well as those towards third parties are in line with our quality and environmental policies.

We believe that respecting basic social, economic and environmental principles forms the basis of any responsible and sustainable corporate action.

Misconduct and violations not only of our principles but also our quality and environmental guidelines can have serious consequences for each individual but also for our entire company and will therefore not be tolerated.

- **We treat each other with respect and fairness.** We respect the dignity of every individual. We do not tolerate any form of discrimination or harassment. We value the internationality of our companies and the employees who work there. We firmly reject discrimination based on gender, race, skin colour, religion or belief, political opinion, sexual identity, ethnic origin, age or disability.
- **All forms of forced labour are rejected.** We expect of our business partners – as we expect of ourselves – that no staff member may be directly or indirectly compelled to work by means of violence or intimidation.
- **Prohibition of child labor:** We do not tolerate child labour or other exploitation of children and young people.
- **We take responsibility for our employees.** We ensure a safe and healthy work environment. Safety takes priority over all other management objectives. This includes in particular, appropriate sanitary conditions and health and safety policies and procedures. This also includes compliance with applicable laws and regulations regarding working hours, minimum wages and respecting the freedom of assembly of our employees in accordance with applicable laws.
- **We always separate business and personal interests.** For us, integrity means acting honestly and righteously. We are committed to free and fair competition. We reject actions that exclude, restrict or distort fair competition. Our employees must protect the interests of the company and may not exploit their professional position when dealing with business partners and/or their employees for their own benefit or the benefit of third parties. The development of personal dependencies or obligations towards business partners is not permitted.  
We reject any form of corruption as harmful to competition.
- **Fraud and deception:** Our employees and suppliers must not obtain, or allow any other person representing them, to obtain advantage through fraudulent activity, deception or false representations. This also includes the fraudulent acquisition or stealing, or any kind of misappropriation, of property or information.
- **Commitment to safety:** Our employees and our suppliers are expected to ensure that every employee is fully aware that the risk to life and the environment depends on product safety being a top priority.
- **Safety first:** As a company, we ensure that the principle of “Safety First” is adhered to and promoted at all levels in our organization.
- **We take responsibility for our environment.** We use all our experience, technical know-how and creativity to conserve resources and avoid harm to people and the environment. We are constantly working to improve our ecological footprint and use of resources.
- **Leadership culture:** The actions and practices of our management are based on the values and goals of the company. We particularly expect our managers to align their own behavior with the principles and thus act as role models.
- **We rely on competent and committed employees**