

CODE OF CONDUCT



This Code of Conduct shall define the principles and requirements with regard to the co-operation with our business partners.

| **Legal Compliance and Ethical Principles**

We shall conduct business operations in accordance with the relevant laws and regulations of the applicable legal systems. We shall also take into consideration the different ethical standards in other countries to the extent possible.

| **Corruption and Bribery**

We shall not tolerate any form of corruption or bribery or engage in any way in such dealings. This shall in particular apply to all unlawful offers of payment or similar attentions suitable for securing advantageous consideration from government officials in order to influence the decision making process. Gifts and entertainment exclusively within normal business practices and valid laws shall be acceptable.

| **Fair competition, anti-trust laws and intellectual property rights**

We shall be committed to act in accordance with applicable competition laws and not to participate in unlawful price fixing, market or customer allocation as well as market sharing or bid riggings, to respect third party intellectual property rights and to avoid conflicts of interests that may adversely influence business relationships.

| **Rights of Employees**

We shall be committed,

- | to promote equal opportunities and equal treatment of employee's regardless of ethnic group, race, nationality, social background, disability, sexual orientation, political or religious opinion, gender or age;
- | to respect the personal dignity, privacy and personal rights of every individual;
- | to not employ individuals against their will or to force them to perform labor;
- | to not tolerate unacceptable treatment of employees (including gestures, language and physical contact) such as mental cruelty, sexual or personal harassment or discrimination;
- | to ensure adequate compensation and compliance with legal national minimum wage requirements;
- | to adhere to the maximum working hours specified by law in the relevant country;
- | to recognize the employees' freedom to form associations to the extent permitted by law and to neither favor nor discriminate against the members of employee organizations or labor unions.

| **Child Labor**

We shall not employ employees under the minimum age of 15 years. In developing countries which constitute an exception in accordance with the ILO Convention 138 the minimum age may be reduced to 14 years of age.

| **Health and Safety of Employees**

We shall be committed to the extent possible:

- | to take responsibility for the health and safety of our employees;
- | to reduce risks and take precautionary measures against accidents and occupational illness;
- | to set up and use a reasonable occupational health & safety management system pursuant to statutory regulations;
- | to apply adequate rules and regulations for on-the-job safety and to provide training and to ensure that employees are educated in on-the-job safety.

| **Environmental Protection**

We shall comply with applicable statutory regulations and international standards regarding environmental protection, reduce environmental pollution to the extent possible, and make continuous improvements in environmental protection and set up and use a reasonable environmental management system pursuant to statutory regulations.

| **Cooperation with Business Partners**

We shall adhere to the principles of non-discrimination regarding the selection of suppliers and dealings with suppliers.

| **Conflict Minerals**

We shall take reasonable efforts to avoid in our products the use of raw materials which directly or indirectly finance armed groups who violate human rights.