

PRINCIPLES OF ETHICAL CONDUCT

The principles of ethical conduct describe our values and our previous actions in dealing with each other and with our customers, suppliers and other business partners.

All employees of our companies understand that they must comply with the laws of the states/countries with which they work. Our actions both internally and towards third parties are in line with our quality and environmental policies.

Corporate ethics principles and integrity ensure our credibility. Misconduct and violations of our principles as well as quality and environmental guidelines can have serious consequences not only for each individual but 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 consciously live the internationality of our companies and the employees who work there. We firmly reject discrimination based on gender, race, skin color, religion or belief, political opinion, sexual identity, ethnic origin, age or disability.
- **We reject any form of forced labor.** No employee may be forced to work through violence and/or illegal measures.
- **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 are committed to ensuring that everyone working in the company can do their job safely and stay healthy. Safety takes priority over all other management objectives. The high level of commitment of employees to their work is matched by the company's social obligation to ensure the best working conditions.

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, 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 committed and 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, so that every single employee gives their best and so that product safety is never questioned.
- **We take responsibility for our environment.** We use all of 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 resource use.
- **Leadership culture:** The actions of our leaders 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**