

## Code of Conduct

This Code of Conduct defines the basic requirements placed on each of us concerning our responsibilities towards all stakeholders and the environment.

### **We declare herewith that the following rules and values are respected in everything we do:**

#### **Legal compliance**

to comply with the laws of the applicable legal system(s).

#### **Prohibition of corruption and bribery**

to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official or customer representative for the purpose of influencing decision making in violation of law.

#### **Respect for the basic human rights of employees**

- to promote equal opportunities for and treatment of employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

#### **Prohibition of child labor**

to employ no workers under the age of 15.

#### **Health and safety of employees**

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;

#### **Environmental protection**

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to use our environmental management system

#### **Supply chain**

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of non discrimination with regard to supplier selection and treatment.