

# CODE OF CONDUCT



This Code of Conduct defines our principles and requirements regarding responsibility towards people and the environment.

## **1. Legal compliance**

- comply with the laws of the applicable jurisdictions

## **2. Prohibition of corruption and bribery**

- not to tolerate corruption or bribery in any form or to participate in any way, directly or indirectly, and not to offer, grant or promise to offer any form of gratuity to any government official or private counterparty in order to influence official actions or obtain any unfair advantage.

## **3. Fair Competition, Antitrust Law and Intellectual Property Rights**

- act in accordance with national and international competition laws and not engage in price fixing, market or customer allocation, market or bid collusion.
- respect the intellectual property rights of others

## **4. Conflicts of interest**

- to avoid all conflicts of interest that could adversely affect business relationships

## **5. Respect for the fundamental rights of employees**

- to promote equal opportunities and equal treatment of its employees regardless of skin color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age.
- to respect the personal dignity, privacy and personal rights of each individual.
- not to employ or force anyone to work against their will.
- not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination
- not to tolerate conduct (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.
- to provide adequate remuneration and to ensure the national minimum wage set by law.
- to adhere to the maximum working hours laid down by law in the respective country
- to recognise, to the extent legally permissible, the freedom of association of workers and not to favour or discriminate against members of workers' organisations or trade unions.

## **6. Prohibition of child labour**

- not to employ workers who do not have a minimum age of 15 years. In countries that fall under the ILO Convention 138 exception for developing countries, the minimum age may be reduced to 14 years.

## **7. Employee health and safety**

- to assume responsibility for health and safety towards its employees.
- to contain risks and ensure the best possible precautionary measures against accidents and occupational diseases.
- offer training and ensure that all employees are knowledgeable about occupational safety.
- to establish and implement an appropriate occupational safety management system.

## **8. Environmental protection**

- to observe environmental protection with regard to legal norms and international standards.
- minimize environmental pollution and continuously improve environmental protection.
- establish and implement an appropriate environmental management system

## **9. Supply chain**

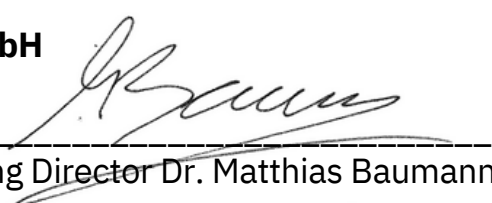
- to adequately promote compliance with the contents of the Code of Conduct by its suppliers
- to comply with the principles of non-discrimination in supplier selection and dealings with suppliers

## **10. Conflict minerals**

- take appropriate measures to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights

**ATB Automatentechnik Baumann GmbH**

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Managing Director Dr. Matthias Baumann