

BUSINESS CODE

It is a matter of course for us to act according to the same basic principles on the market with responsibility towards the environment and society. To this end, we have drawn up the business code below.

1. Relevant existing laws and other national and international regulations form the natural fundamentals for our action.
2. We take account of the relevant social, cultural and political boundary conditions.
3. For us, human dignity rules out any kind of discrimination, force or harassment. It also means that workers should be free to join associations and to exercise this right within the framework of applicable legal provisions.
4. The applicable regulations with regard to protection of minors, labour protection and health protection are an imperative and postulation for us to put these human rights into practice.
5. Confidentiality is a central prerequisite for fair and partnership-based cooperation. This includes respect for the privacy of each individual, including their personal data.
6. We stand by the principles of a free market economy and hence by open and fair competition. We neither engage in nor tolerate any form of corruption or other improper influence over others' freedom to make decisions.
7. We develop and produce safe and reliable quality products with a view to efficient and sustainable future viability.
8. In compliance with national and international environmental standards, we avoid adverse impact on the environment, observe requirements regarding the origin of raw materials and use resources responsibly and efficiently to contribute to sustainable development.
9. We give employees and other interested third parties confidential access to a process for reporting potential breaches of these principles.
10. Independently of any legal obligations, we expect our business partners to comply on their part with the fundamental guidelines of these principles and to actively ensure that their own business partners also comply with these guidelines and respect them. We will not cooperate with persons, companies or institutions, of whom or which we know that they do not observe minimum standards.