

# Code of Conduct

## Wartmann Technologie AG, 4538 Oberbipp

This Code of Conduct defines the principles which are important to Wartmann Technologie AG in relation to goods and services and its responsibility toward human beings and the environment.

### We hereby confirm that we will:

#### Comply with the applicable laws

- comply with the applicable legal requirements.

#### Ban corruption and bribery

- not tolerate any form of active or passive corruption or bribery or become involved in it in any way, including any illegal offers of payment or similar contributions to third parties for the purpose of influencing decision-making.

#### Honour employees' fundamental rights

- promote equal opportunities and equality among our employees irrespective of skin color, ethnic or social origin, disabilities, sexual orientation, political or religious beliefs, gender or age;
- respect each individual's personal dignity, privacy and personal rights;
- not employ anyone against his/her will or force him/her to work;
- not tolerate any unacceptable treatment of employees, such as mental hardship, sexual or personal harassment or discrimination;
- not tolerate any behaviour (including gestures, words or physical contact) which is of a sexual, coercive, threatening, abusive or exploitative nature;
- ensure appropriate remuneration and guarantee that the statutory national minimum wage is paid;
- comply with the statutory maximum working hours in each country;
- recognize employees' freedom of association as far as is legally permitted and neither give preference to nor discriminate against members of employee organizations and trade unions.

#### Ban bullying

- not allow employees to bully, harass, insult, ostracize or assign degrading duties to individuals or groups of individuals of the same, higher or lower ranks;
- ensure that individuals are not pushed into a subordinate position by group dynamics (or power imbalances) from which they are no longer able to extract themselves on their own.

**Ban child labour**

- not recruit any employees who cannot prove that they are at least 15 years old.

**Promote employee health and safety**

- take responsibility for our employees' health and safety;
- limit risks and ensure optimum precautions are taken against accidents and occupational illnesses;
- offer training courses and ensure that all employees have specialist knowledge with regard to occupational safety and can apply and implement this knowledge appropriately;
- use Measurement Systems Analysis (MSA) as defined in ISO 9001.

**Protect the environment**

- protect the environment in accordance with legal and international standards;
- minimize environmental damage and improve environmental protection on a continuous basis.

**Promote compliance throughout the supply chain**

- do our best to promote compliance with the Code of Conduct among our suppliers;
- comply with the principles of non-discrimination when selecting and dealing with suppliers.

**Fulfil the reporting obligation**

- report breaches of this Code of Conduct immediately to the CEO or Human Resources;
- also accept anonymous reports.

These Regulations were approved by the Supervisory Board on 17 December 2013 and take effect on 1 January 2014.