

## ETHICS CODE

Our endeavours - both within the company and regarding others - are oriented towards the longstanding positioning of our company and are generally characterized by:



### Respect, Determination and Integrity

And in particular by the principles set out hereinafter.

These basic values represent the basis of all our activities throughout our entire enterprise.



### Abiding by Law

In all we do, we abide by law, ethical and moral standards as well as our internal guidelines.



### Safety

Occupational safety and health are of major importance to us.



### Equality

We are committed to appraised working and action, free from any kind of discrimination.

We endorse equal opportunities for everyone in every aspect.



### Environmental Protection

We make sure to treat our environment and its resources in a careful and responsible manner.



### Competition

Each of our decision is based on loyalty, integrity and fair competition.



### Respectful Cooperation

We treat our clients, business partners and co-workers with respect and dignity. We commit ourselves to managing company assets carefully and we strongly oppose unlawfully offered advantages.



### Focus of Actions

Customer orientation and the best interest of our company are the prime principles guiding our actions.