



SCHOTTEL Code of Conduct

In all activities of the SCHOTTEL Group, social responsibility and responsibility for the environment are highly valued. In addition, SCHOTTEL clearly opposes to any kind of corruption and bribery. Therefore, we set out this "Code of Conduct" which represents the essential requirements for all SCHOTTEL companies and should also be respected by SCHOTTEL's suppliers. Additional regional regulations are not affected.

Legal Compliance

We comply with the laws of the applicable legal system.

Employees' Rights and Relations

- We will not use or accept any form of forced labour.
- We will not use or accept any form of child labour.
- We will not tolerate any discrimination or harassment on the basis of gender, race, colour, religious beliefs or sexual orientation. SCHOTTEL's employees deserve each other's respect.
- We recognize our employees' need for adequate remuneration.
- We observe the applicable working hour regulations within the entire SCHOTTEL Group.
- We respect our employees' right of free assembly. We also enable our employees to meet the Management directly on a regular basis to express their interests.
- We provide a safe and healthy working environment which meets or exceeds applicable standards for occupational health and safety.
- We will apply measures to prevent injuries and occupational diseases due to working conditions.

Environmental Responsibility

We will observe the applicable national and international Environment Protection Laws. We attempt to minimize environmental pollution and continuously improve environmental protection.

Conflict of Interests, Gifts and Attempted Bribery

We will not accept gifts or payments or hold a share in a business which could lead to a conflict of interests. In particular, neither bribes nor any other illegal payments may be offered, made or accepted.

Suppliers

If possible, we encourage our suppliers to introduce and implement similar principles of social responsibility within their companies.

Responsibility

We believe each of our employees has an individual responsibility to adhere to this Code of Conduct and to also encourage co-workers to abide it. Management is responsible for the implementation of our principles.

Prof. Dr.-Ing. Gerhard Jensen