

# CODE OF CONDUCT

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FOR BETTER READABILITY THIS DOCUMENT EITHER USES  
THE FEMALE OR MALE FORM,  
THE OTHER FORM IS INCLUDED BY EQUAL MEANING.

### Preamble:

The Rohrer Group wants to be the most innovative and customer-oriented provider of technical industrial services in Europe. Our intention is to achieve this through fair competition.

Among others, our declared aim is to play an active role in meeting environmental protection requirements and developing new safety standards in the area of our activities. These principles determine our corporate mission statement.

For us corporate social responsibility is a central instrument for achieving these goals. Only a sustainably managed company can meet the demands of a globalized market and break new ground innovatively. The Code of Conduct is a voluntary code and describes principles of conduct for business partners of the Rohrer Group, which are based on our values and understood as the basis of proper ethical conduct.

By the Code of Conduct we create valuable and fair business relationships, together with higher security for us and our business partners as well as more clarity and openness in decision-making.



## We therefore commit ourselves to the following minimum standards:

### 1. Compliance with legislation:

Rohrer Group with all its members comply with the regulations and laws that apply in the countries where we operate.

### 2. Employees:

Our employees are our most important capital. Only highly qualified, responsible and motivated employees can lead a company to success.

We promote the personal and professional development with training and education. In this way our employees and the company benefits equally from a long-term and productive cooperation.

We ensure a safe working environment for our employees in accordance with best practice at all our locations. Safety is a fundamental value that stands above all else! Our common goal is to have „zero accidents“. Both is guaranteed by intensive training and by the use of safe state-of-the-art plant equipment. The continuous development of our safety standards is a fundamental component of our corporate management.

We are committed to equal opportunities in our employment policy. Recruitment is based exclusively on the criteria of qualification. We reject any form of discrimination and emphasize the premise of equal treatment of each individual under the same conditions.

With internal job advertisements we provide the possibility for our employees to develop themselves within the Rohrer Group. Thus, we also promote their possibility to directly influence the decision-making and the company development.

We expect high moral, ethical and legal awareness and behaviour from our employees in all aspects of business relations of the Rohrer Group. Activities are only to be carried out in the interest of the company and under consideration of the respective applicable standards. In any case a violation of this will lead to disciplinary consequences.

### 3. Human rights:

We are committed to the cardinal human rights and set our express goal to uphold them in our company. We respect and support human rights in all our areas of operation and business. We consider the observance of human rights by potential business partners to be relevant for our decisions.

We respect all humans equally, regardless of nationality, culture, religion, ethnic origin, gender, sexual orientation and age. We reject all forms of discrimination, child labour and forced labour. We also respect the freedom of association and the right to collective bargaining.

Our employees are required to report any possible violation of these principles. No employee may suffer any disadvantages when complying with these principles.

We expect our business partners to also expressly commit themselves to respect human rights.

### 4. Environment:

We are committed to sustainable, responsible and environmentally compatible corporate governance. We set ourselves environmentally compatible goals that are designed to conserve natural resources and review the results achieved in this way at regular intervals.

We undertake to comply with and implement the environmental standards of the countries where we operate and, if necessary, to invest in their further development.

We continuously train and educate our employees with regard to a more environmentally compatible performance of their work and always motivate them to deal with our environment in a responsible manner.

We develop our plants and operating equipment in accordance with current ecological standards and strive to check and optimise them regularly for their potential of improvement.

We rely on close cooperation with our suppliers and business partners to improve the conservation of natural resources.

## 5. Business conduct:

We attach great importance to ensuring or increasing customer satisfaction.

We want to ensure this through intensive, personal customer care.

We rely on close and constructive cooperation with our business partners in all areas of business relations.

No employee, under whatever circumstances, may accept gifts which, from a reasonable point of view, are likely to influence business decisions or transactions. Invitations must remain within the limits of customary business hospitality.

Business and trade secrets must be kept confidential. This also includes plans, sketches, cost estimates and other technical documents; these, as well as samples, catalogues, brochures, illustrations and similar, always remain our intellectual property.