

## Ethics Policy

We see ourselves as part of society and assume the associated responsibilities and obligations. For us, regulation-compliant behaviour is a matter of course and indispensable. Our Code of Conduct is a comprehensive, binding rulebook governing the behaviour of our employees both inside and outside the company. The legal fields of competition law, corruption, foreign trade, human rights and labour rights, data protection, conflicts of interest and protection of commercial secrets are made the subject of comprehensive discussion in the process, and provide a clear frame of reference for the day-to-day work of our employees. Moreover, we have defined our standards for the actions of our suppliers and service providers in our Code of Conduct for Suppliers. By adhering to these principles we can protect ourselves and fellow human beings from adversities and simultaneously guarantee our sustainable business success.

### Abidance by the law

Adherence to the applicable legal regulations and laws and the rejection of any form of improper or unethical business actions are essential and central elements of our corporate policy. Fair competition practices and a zero tolerance approach to corruption are particularly important to us in this connection.

### Human rights

As an internationally operational company we hold responsibility for upholding human rights throughout the world within our sphere of influence, and making sure that our business activity does not contravene them. For us, adherence to human rights is indispensable and non-negotiable – we therefore expect all of our business partners to guarantee the upholding of human rights. In all countries in which we have sites, we comply with the applicable legislation and commit to upholding the international standard of human rights. If the national legislation does not go beyond this standard, we follow this local standard. In countries in which national laws or regulations differ from or restrict these requirements, we follow the international standards to the extent to which the respective national legislation allows it. Within the scope of operational options we are committed to adhering to the core labour standards of the International Labour Organization (ILO).

In our supply chains we assume responsibility for our suppliers and service providers with our Supplier Code, and monitor adherence to the provisions.

With our separate declaration on the upholding of human rights we make an additional clear statement that we do not tolerate violations of human rights.

### Child protection

We observe a clear "zero tolerance" policy in relation to child labour.

### Freedom of employment

We reject any form of forced or compulsory labour.

### Right of association

We respect the right of our employees to form or join unions of their own free will. We respect the right of employees to organise at their own free will and to negotiate collaboratively, in particular in relation to the preservation, advancement, and structuring of economic conditions, wage conditions, and labour conditions.

### Equality of opportunities, no discrimination, and diversity

We value the diversity of our workforce and make personnel decisions without prejudice. We actively oppose discriminatory actions, in particular based on ethnic, national and social background, skin colour, sex, age, religion or world view, political activity, membership of a workers' organisation, disability, sexual orientation or other personal characteristics.

### Management and treatment of employees

Fairness, appreciation and professionalism are important to use in relation to our cooperation with each other and externally. Fairness is the basis for all collaborative work. We appreciate every single one of our employees. We share risks and opportunities, and treat our business partners as equals. All employees can be assured that decisions and agreements are always made based on objective criteria, such as individual qualification, performance and ability, and the actions of management are dictated by these standards.

### Health and safety in the workplace

Protection of health and safety in the workplace are parts of our assumed responsibility. We provide a healthy, safe and hygienic working environment, and improve our health and safety performance and plant safety continuously. We have integrated the observance of recognised safety standards and preventive measures for risk reduction into our management system.

#### Wages, working hours and social contributions

We guarantee a fair remuneration policy based on the local minimum wage level, including the legal social contributions, and abide by the respective national legislation on working hours.

#### Vocational training and qualification

We invest in research and development in both humans and processes. We offer young people a wide variety of training opportunities, with an appropriate scope, in order for them to make a successful start to their professional life. We provide all our employees with development opportunities in the form of specific and generic training courses.

#### Compatibility of family and work

We support various working models within the scope of operational possibilities, thus contributing to the compatibility of family and work for our employees.

#### Open communication

We are dedicated to creating an environment which is characterised by mutual regard and respect. We value a culture which promotes open communication and versatility. In the process, as a company we are aware of our obligation to respect the personal dignity, privacy and the personal rights of all employees and our business partners. We will investigate all reported cases of questionable or unethical behaviour and take appropriate measures.