

Vol 09/2021
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Code of Conduct





Foreword

from Manfred Pock, CEO ASTOTEC

Our biggest asset is the trust our customers and stakeholders put in our company and our products. This trust is based on our honest, responsible and lawful actions, and ensures the future sustainability of our group, our workforce and the environment.

As a global company with a commitment to sustainability, ASTOTEC strictly adheres to professional standards as well as national and international laws, including those that aim to combat corruption, promote fair competition and protect human rights.

At all ASTOTEC companies, we strive to improve our performance and inspire our customers each and every day. In doing so, it is important that we keep our values and principles top of mind; these serve as the compass and map that will help us navigate to future success. We endeavour to protect ethical,

ecological and social interests in everything we do.

With this Code of Conduct, all ASTOTEC employees agree to uphold the highest ethical standards. Each of us is familiar with these standards and lives by them. It is also important to us that our business partners behave in a way that is in the spirit of this Code of Conduct.

In addition to myself, the Chief Financial Officer, the Chief Compliance Officer, the Human Resources managers and the CEOs of our subsidiaries are also available to answer questions on the Code of Conduct. I personally assure you that I will do everything I can to create a work environment that makes problems visible and that values feedback and transparency, with no exceptions.

Trust and Responsibility

Our CoC sets out clear and ethical standards

We live on the trust that our business partners, employees and the public place in ASTOTEC's work and integrity.

Our image is affected by each one of us – irrespective of what position we hold – by our manner, actions and behaviour. That's why each one of us also bears a special responsibility towards the public, our business partners and towards our colleagues. Inappropriate behaviour by just one employee could cause severe harm to ASTOTEC. It is therefore the aim of this Code of Conduct to prevent situations which may cast doubt over the integrity of our behaviour and therefore ASTOTEC's reputation.

Employees should, however, not only base their interpretation of the Code of Conduct on this standard.

They must also always be guided by common sense and employ reasonable ethical standards to ask themselves whether specific actions could give rise to criticism.

Particular national practices should be taken into account here but there is no scope for discretion whatsoever where existing legal provisions are concerned.

This Code of Conduct addresses all employees within ASTOTEC, including the Supervisory Board, the Executive Board and Management itself. This code applies to interactions with all colleagues, customers, suppliers, other businesses and authorities at all locations where ASTOTEC operates. We expect comparable standards from our business partners.

Each individual employee is responsible for adherence to this Code of Conduct. Executives set examples for employees through lived practice and must ensure that all employees are

familiar with this guideline and that they adhere to it. They are the first point of contact in regard to questions about behaviour and will encourage their employees to act lawfully and in accordance with our values.

Integrity and respect

We regard the unique and diverse nature of people as enriching

We regard the contents of the Charter of the United Nations, the European Convention for the Protection of Human Rights and Fundamental Freedoms as well as local laws as basic universal principles that determine how we treat each other and our business partners. Our employees accept and respect them and implement them in their actions.

Each person is unique and valuable. The employees' individual skills are appreciated and deliberately encouraged. How we see ourselves and our inner convictions obliges us to acknowledge the dignity and personality of each employee and to treat each other respectfully. Discrimination, harassment and oppression of any kind will not be tolerated. We will not condone violence at the work-

place, committed by or against our employees.

ASTOTEC employs both men and women of different age groups with heterogeneous opinions and convictions, different cultural, political and religious backgrounds, with different sexual orientations and diverse intellectual and physical capacities.

The promotion of diversity is a strategically relevant issue for us and therefore affects all areas within our group.

Fair Competition

Fair Play is a major fundamental principle that affects all our actions.

Violations of competition and anti-trust laws as well as unfair business practices are incompatible with ASTOTEC's corporate philosophy and our high demands on ethical principles. Transparency and fair competition help protect the development of our group of companies and the market in the long term. That's why employees at ASTOTEC and its business partners will refrain from any kind of action whatsoever that could constrain or distort free competition.

We especially align ourselves with the following guiding principles that define conduct:

- No agreements will be made with competitors and suppliers about competitively sensitive topics and no coordinated behaviour will be practised on the market.
- We will refrain from exchanging any competitively sensitive information and confidential business

information in our contacts with competitors.

- We will not spread false information about competitors and their products or services.
- Our activities in bodies and professional associations as an important foundation for developing our business and representing our interests will be carried out exclusively on the basis of the above principles.
- We also protect the intellectual property of our customers and competitors with respect to whistle blowing and comply with all export controls and economic sanctions.

Anti-Corruption and the avoidance of conflicts of interest

We strictly reject all types of corruption, bribery, and favouritism.

Business relationships will be entered into exclusively on the basis of objective criteria. Any type of payment intended to gain unfair advantage will not be permitted. It is mandatory to report even the impression of corruption to the Chief Compliance Officer.

Transparency is a priority where the prevention of corruption is concerned. Only companies and individual enterprises may be selected as business partners (no individuals without corresponding commercial permits). Possible business partners must be submitted to thorough checks and the reasons for choosing to work with them must be documented. Payments may only be made to accounts held in the name of the contract partner and must be – except

in duly justified cases (e.g. central data centre for a group) – made in the country in which the contract partner runs their business.

Cash payments are prohibited. Typical cash payments within customary limits, e.g. hospitality, taxis, etc., are excepted from the above.

Gifts, events and hospitality are permitted to a limited extent insofar as they do not cast doubt over the independent nature of decision-making.

Conflicts of interest in any form are avoided and prohibited.

Safety, sustainability and environmental protection

The prevention and safe control of hazards for people and the environment constitute an essential aspect of our thinking and actions.

The rigorous application of all safety regulations, irrespective of whether required by law, issued by the responsible authorities or defined in our company policies is essential in all areas of our company.

We promote the health of our employees and recognise the importance of an appropriate work-life balance. We avoid undue physical and psychological stresses. We strictly reject forced and child labour. Our workplaces are free of drug abuse.

We protect our environment, are economical with resources and prevent or reduce burdens on people and the environment.

We incorporate the requirements of an intact environment in the development and design of our products, in the production process, in packaging and in dispatch as well as in the

introduction and improvement of processes.

We also expect compliance with all laws and regulations designed to protect people and the environment as a minimum standard from our business partners.

Each and every employee bears joint responsibility for safety and environmental protection within ASTOTEC. All employees will be trained and instructed in this regard.

The responsible bodies within the group must be immediately and fully informed of any incident that may cause an environmental hazard.

Communication

We communicate appropriately and effectively.

Communication is based on mutual trust. Our communication guidelines are applied both internally and externally. We will ensure that we communicate effectively in order to avoid unnecessary or unclear communications. We are aware that we are able to affect our relationships both with our business partners and our colleagues through how we communicate. That's why our communications are always

appreciative and appropriate to the situation.

Communications with the public or press must be effected through the Executive Board, the Managing Directors or the designated Communications Officers.

Data protection and confidentiality

We operate in compliance with the applicable data-protection provisions and will treat the data entrusted to us as sensitive.

Personally identifiable information will only be collected, processed, stored and used in accordance with the law and to the extent that is necessary.

Confidential business information and trade secrets may not be divulged to third parties either during or after termination of the employment relationship. A corresponding confidentiality agreement must be concluded in the event that confidential data is used jointly with people who are not bound by the company agreement.

Confidential data may only be utilised internally by such people whose work requires knowledge of such data. Confidential information of any kind may neither be used for personal benefit nor for the interests of third parties.

Such information may only be used

for the specific purpose – without exception.

We do not disclose confidential information.

These provisions also apply to our business partners' confidential information.

The information will be deemed confidential until any uncertainties regarding its status of confidentiality have been clarified.

The relevant confidentiality provisions as set out in the respective contracts of service along with ASTOTEC's IT guideline also apply.

Our data privacy statement can be viewed at <https://www.astotec.com/en/data-privacy-statement>.

Protection of company property

Company property has the purpose of supporting employees achieve the company's business objectives.

Materials and equipment must be treated with due care when using company property. They must be used in a commercially reasonable manner. Excess wear on or the consumption of resources must be avoided. Operating instructions and safety regulations for such equipment as well as the instructions from superiors and technical staff must be complied with.

Damaged, stolen, misused or wasted company property harms us all, negatively affects how our company operates and performs financially and puts the safety of employees at risk. Equipment and materials must therefore be adequately protected against theft, loss, misuse and unauthorised use.

Reporting Misconduct

ASTOTEC takes violations of this Code of Conduct seriously.

In order to maintain the standard as set out above, it is the right and duty of each employee to report transgressions.

Any observed misconduct must be reported to the Chief Executive Officer, the Chief Financial Officer, the Chief Compliance Officer, the Head of Human Resources, the Managing Directors at our subsidiaries or the immediate superiors.

Any non-compliance with or transgression against legal provisions, internal regulations or the standards set out in this Code of Conduct may result in financial loss and harm to our reputation. Employees must in such cases expect disciplinary, criminal or civil action and claims for compensation from ASTOTEC.

ASTOTEC will not sanction individuals who report problems to us in good faith. Individuals who express concerns or who help us resolve reported incidents will be protected against sanctions. Everyone who uses the Code of Conduct and the Guidelines for conduct in Business to spread lies, threaten others or damage another's reputation will be subject to disciplinary action. It is forbidden to prevent staff from making a report or from seeking the help that they need, and any such undertakings will result in disciplinary action.

Taking action

We are obliged to act in accordance with our ethical principles.

Our Code of Conduct has been developed by employees from all group divisions. It is our opinion that our executives and employees bear joint responsibility for acting in accordance with our business ethics.

It is for this reason that we all must continually remind each other to act upon questions about ethical behaviour and compliance with it in a timely fashion, to lead by example, to emphasise the necessity of compliance with laws, regulations and directives that are relevant to our business, to

encourage colleagues to ask questions and seek advice before they act, to introduce checks that allow compliance risks to be detected, to listen attentively when colleagues express questions or concerns about ethical matters, and to promote a trusting environment in which each one of us may speak openly without the fear of facing sanctions.

