



In our cooperation with business partners and employees, we commit ourselves to the following principles (suspected violations can be brought to our attention via the mail address [compliance@reinhausen.com](mailto:compliance@reinhausen.com)):

## | **Legal regulations**

We strictly follow the regulations of any law applicable to our business activities. This explicitly includes tax, export control and customs duty regulations.

## | **Cooperation with business partners**

- | We apply the principles of non-discrimination in our dealings with business partners and carefully select suppliers and service providers by objective criteria, thereby avoiding conflicts between business and private interests.
- | We commit ourselves to act in accordance with the applicable competition law and not to participate in unlawful market or bid rigging, to respect the intellectual property of third parties and to avoid conflicts of interest that could burden our business relationships.
- | We will not tolerate or engage in any form of corruption or bribery. This especially applies to offers of payment or benefits to influence the decision-making of business partners. Gifts and invitations to dine are acceptable only if they do not violate customary business practices and applicable laws and are not considered to be a compromising expression of civility and loyalty. We do neither directly nor indirectly promote or finance money laundering or terrorism.
- | For our products, we take reasonable precautions to avoid the use of raw materials that directly or indirectly serve to finance armed groups that violate human rights. We strive to help curb trade in such raw materials and thereby strengthen human rights. A key objective is to require our suppliers to disclose the origin of the conflict minerals used and to encourage them to monitor compliance with human rights along the supply chain.

## | **Behavior towards employees**

We commit ourselves,

- | to promote equal opportunity and treatment of our employees regardless of color, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age;
- | to respect the personal dignity, privacy and rights of each individual;
- | not to employ or force anyone to work against their will;
- | not to tolerate unacceptable treatment of workers – such as psychological hardship, sexual and personal harassment or discrimination (including gestures, language or physical contact);
- | to ensure adequate remuneration and not to fall short of the national minimum wage and to comply with the maximum working hours set by law in the respective state;
- | to the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members of employee representative bodies or trade unions;
- | to take responsibility for the health and safety of our employees;
- | to contain risks and provide for preventive measures against accidents and occupational diseases;
- | to establish and implement an occupational safety system in accordance with legal regulations and to ensure that all employees are knowledgeable about occupational safety.

## | **Child labour**

We do not employ any persons who have not reached the age of at least 15 years. In countries that fall under the exception for developing countries (ILO Convention 138), this minimum age can be reduced to 14 years.

## | **Environmental protection**

We will observe environmental protection regulations and international standards, avoid wasting resources wherever possible and establish as well as consistently apply appropriate environmental management practices in accordance with legal regulations.

## | **Data protection and security**

We treat personal data confidentially and responsibly in accordance with applicable data protection regulations, ensuring that data is only used for legitimate purposes.