



People RESPECT LIFE Values EQUALITY
 DIGNITY ETHICS Principles MORALITY
 MOTIVATION TOLERANCE COMMUNICATION JUSTICE

Principles of ethical conduct at ETW Wollmershäuser GmbH

Due to the new requirements based on EN ISO 9100:2016 as well as our commitment to our company's stakeholders in terms of responsibility, competence, integrity, and compliance with the law, we have defined the following values for ethical behaviour to complement our corporate guidelines as well as our declaration of commitment:

- The observance of and compliance with the law is a matter of course for our organisation and is expected of our business partners, external providers and employees.
- Compliance with occupational health and safety legislation forms the basis for all employees to have a healthy, safe and as far as possible, hazard-free working environment.
- We observe the legal regulations prohibiting money laundering and limit cash transactions to the legal minimum.
- We undertake to comply with the laws and internal guidelines on data protection and data security and handle this data with care.
- We avoid the risk of conflicts of interest with corrupt and therefore criminal conduct in our business relationships with customers, suppliers and employees.
- We are committed to fair competition and prevent unfair disguised advertising or defamation of competitors and expect the same from our external providers.
- We avoid any form of corrupt behaviour and do not influence decision-makers in the company, authorities or other state institutions.
- As already outlined in our corporate guidelines, we are committed to a responsible approach to environment, resources and ensure sustainability.
- We are committed to accurate and truthful reporting for all relationships with the various stakeholders. Confidentiality on internal company matters is ensured by all employees and external providers.

Wolpertshausen 2111-2017

Executive Board