



Global Egelhof-Business Code

***Fair and sustainable management is essential
for future global development.***

At all locations of the Egelhof Group, we have the following principles:

◆ **Compliance with the laws**

- The EGELHOF Group supports and respects international human rights worldwide and ensures that it is not complicit in human rights violations.
- The laws of all applicable legal regulations are respected.
- Equal opportunities and equal treatment of employees are encouraged, irrespective of their skin color, race nationality, social origin, gender, political or religious conviction or age.
- The personal dignity, privacy and personality rights of each individual are respected.

◆ **Fair working conditions**

- Sexual or personal harassment and discrimination at the workplace is not tolerated.
- No one is forced or employed to work against his will.
- We do not allow child labor in our factories around the world. We observe the minimum age for admission to employment according to the state obligations.
- The maximum working time stipulated by law in the respective state is complied with
- Employees, employers and their respective organizations shall have the right to negotiate and conclude collective bargaining at the appropriate levels and to take collective action to defend their interests in the case of conflicts of interests, in accordance with national law and practice.
- The freedom of association of employees is recognized and neither members of workers' organizations nor trade unions are favored or disadvantaged.
- We guarantee our employees an appropriate remuneration. Our wage and salary structure is an essential element. We also attach great importance to non-financial incentives. These include, above all, a safe workplace, good development and further training opportunities, far-reaching health care as well as flexible working time models, holiday arrangements.



Global Egelhof-Business Code

◆ Safety and health

- The health and safety of our employees is important to us.
- We regularly review the health and safety risks arising from all activities.
- We ensure that risks are mitigated and the best possible preventive measures against accidents and occupational diseases are taken.
- Each of our employees contributes to the promotion of their health and adheres to the regulations on occupational health and safety.
- We discuss safety and health issues with our employees.
- Required training for work safety is offered.
- We shape our work environment so that work, family and private life are compatible with one another.

◆ Fair competition

- We pursue a fair deal with our business partners as well as with third parties and support fair and unadulterated competition in compliance with competition and antitrust law.
- No corruption or bribery is tolerated in our corporate group.
- Each of our employees is obliged to keep secret and business secrets, which have been entrusted to him in the course of his business activities.

◆ Involvement and development of the community - Corporate Social Responsibility

- Egelhof sees itself as part of the community and promotes dialogue with local organizations and stakeholders.
- By creating jobs, professional qualification and building competences, the company helps to combat poverty and promotes the development of society.
- When investing in the common good (for example, health care, education, culture, infrastructure development), the contribution is geared to the needs and priorities of the societies affected and the local decision-makers are taken into account.

The EGELHOF-group is based worldwide on these guidelines.