

Preh Group **Code of conduct for** **Preh Group employees**

Foreword by the Management Board

Our reputation and success, along with the trust placed in us by clients, investors, employees and the public, all depend on the specific behaviour of each individual working for Preh GmbH or any of its companies (the „Preh Group“). This is why the responsibilities provided in this code of conduct for the Preh Group determine the framework and minimum standards to which all employees are bound. They are intended to help employees to master legal and ethical challenges in everyday working life, create orientation and so lot strengthen confidence in the ability and integrity of the Preh Group. National and international provisions govern the way the Preh Group may sell its products, services and technologies, and how it may exchange information with competitors. Our primary guideline is the binding nature of these provisions for the Preh Group. Every employee is obliged to adhere to these provisions.

Offering and providing benefits / Requesting and accepting benefits

In particular, every employee is obliged to observe and adhere to the rules of fair competition. This means that employees may not enter into discussions with competitors which have the object or effect of restricting competition. No benefits of any kind may be granted by Preh Group staff to public officials or employees of other companies, with the object of obtaining orders or unfair advantages for the Preh Group or any other person. This is assumed to be the case in particular when the type and extent of the benefit is such that it may affect the recipient's actions and decisions in an unauthorised manner. In accordance with applicable law and our internal guidelines, courtesy gifts may be administered in line with generally accepted business practices. Such gifts must be of a size and type that does not force the recipient into a binding obligation. Business and projectrelated travel expenses will only be refunded to officials and non-officials to an extent deemed appropriate. The applicable legal provisions must be observed. Gifts from business partners are, to a certain extent, in line with generally accepted business practices. However, no employee may use his/her position or function in the company to demand, accept or otherwise obtain personal benefits. Occasional gifts of low value may be accepted. Any larger gifts or other benefits granted to an employee or related persons must be refused at all times. In such cases, employees are obliged to inform their superiors of the offer of gifts or benefits.

Health and safety

All employees are responsible for maintaining a safe and healthy working environment. It is imperative that our safety regulations and practices are strictly adhered to.

Working conditions

Equal opportunities must be guaranteed in the workplace and the company must refrain from any form of discrimination, unless applicable law expressly provides for selection by certain criteria. Employees must not be treated differently on the grounds of gender, race, ethnic origin, disability, religion or beliefs, age or sexual orientation. Employees and members of the Management Board must interact with mutual respect, understanding and trust in the interest of our shared corporate objectives.

Implementation

This code of conduct for the Preh Group is binding at global level and applies to all employees of the Preh Group. In accordance with it, management and employees at all levels are required to observe, accept and promote the agreed objectives. A suitable form of the provisions will be made available to all members of management and all employees.

The Preh Group Management Board