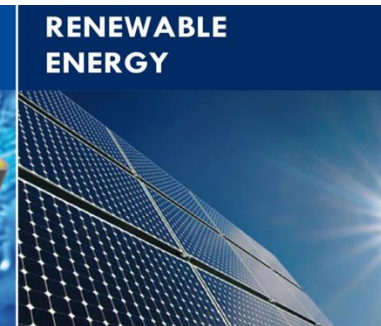
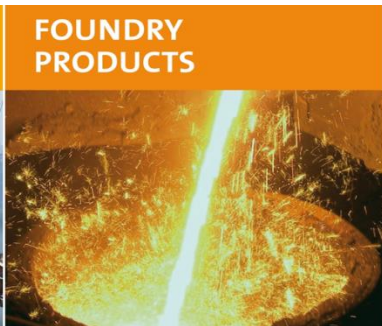


PREIS&CO is an innovative developer and producer of electrical components, foundry products, welding constructions and drainage systems. Highest priority in our business are the long-term existence, continuous growth, technology and market leadership in all business area of operations. The high quality standard of accomplishments for our customers and a long-term customer satisfaction are essential for that. In parallel to the necessary economical success we pursue long-term positive corporate development. This includes the compliance to relevant legislation, the fulfilment of social requirements as well as continuous improvement in quality, environment and health/safety with the usage of optimal techniques and provision of necessary resources. In desire to perceive leadership responsibility and to put our objectives into operation we maintain an integrated management system that includes following principles:



### Quality means to us...

- Consistent protection of product quality before start of production
- Consistent prevention of failures and elimination of error cause
- Permanent optimization of all business processes with the goal to only run robust processes
- Involve- and development of suppliers regarding our quality philosophy
- Assessment / feedback of our customers
- Minimize costs and increase performance
- Strengthen our competitive position
- Every employee contributes to achieve and secure the quality standard through personal responsibility

### Environment protection means to us...

- Continuous reduction of pollution by avoiding respectively reducing of emissions and scrap
- Optimal usage of resources, especially energy, raw materials and water, as well as consequent improvement of energy efficiency.
- Inclusion of environment and energy aspects already at planning and development of new products and processes
- Execution of continuous measures to save energy as well as investigation of relevant data
- Prevention of environmental accidents by preventive measures
- Open communication with authorities, customer and public

### Safety and health care means to us...

- Avoid health damage by preventive measures
- Reduce industrial accidents
- Use of safe machines and work equipment
- Obtain and promote long-term performance of our employees
- Ergonomic work place design
- Removal of sources of danger and risks
- Promotion of safe behaviour of employees and visitors
- Care, order and cleanness in the workplace

The management of PREIS&CO declares this business policy and the associated fundamentals as mandatory for all business processes, organisational units and all employees. Every employee contributes to its fulfilment. The obligation to communicate relevant information from this Business Policy to employee, customers and other interested parties is carried out by trainings, bulletins in the Company as well as on our internet Homepage. A high effectiveness is secured by regular monitoring and assessments of the status and progress by management.

As an international acting Group of companies, we are aware of our corporate and social responsibility towards our customers, suppliers and partners, as well as towards our corporate environment. The principles of responsible corporate management, the securing of employees and human rights as well as environment protection, quality, health and safety are integral part of our business policy and therefore part of our integrated management system. The Group of Companies lives a sustainable economic and social model and aspires a reasonable balance between market based and social ecological responsibility. Therefore we have expressly committed ourselves to following principles:



## Legal compliance

- ❖ to comply with the laws of the applicable legal system(s).

## Prohibition of corruption and bribery

- ❖ to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

## Respect for the basic human rights of employees

- ❖ to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- ❖ to respect the personal dignity, privacy and rights of each individual;
- ❖ to refuse to employ or make anyone work against his will;
- ❖ to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- ❖ to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- ❖ to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- ❖ to comply with the maximum number of working hours laid down in the applicable laws;
- ❖ to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

## Prohibition of child labour

- ❖ to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

## Health and safety of employees

- ❖ to take responsibility for the health and safety of its employees;
- ❖ to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- ❖ to provide training and ensure that employees are educated in health and safety issues;
- ❖ to set up or use a reasonable occupational health & safety management system1).

## Environmental protection

- ❖ to act in accordance with the applicable statutory and international standards regarding environmental protection;
- ❖ to minimize environmental pollution and make continuous improvements in environmental protection;
- ❖ to set up or use a reasonable environmental management system1).

## Supply chain

- ❖ to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- ❖ to comply with the principles of non discrimination with regard to supplier selection and treatment.