

## Code of Conduct

### EAW's commitment to ethical responsibility

With our parent company in the U.S. and partners in the important industrial regions of the world, the EAW Relaistechnik GmbH is a truly international company. Our staff and partners have a number of different cultural identities and assume a wide range of tasks. The commitment to the ethical code is expressed in our ethical values and principles. It is of great importance for the success of our company.

Our commitment to ethical responsibility is based on three fundamental values:

- Respect and consideration - the basis for sustainable relationships, characterized by trust activities
- Responsibility towards others and in relation to our tasks
- Exemplary behaviour is reinforced by the internal and external credibility of our activities and initiatives

As a basic principle of our business activity and expression of these fundamental values

- EAW Relaistechnik GmbH adheres to the laws
- EAW Relaistechnik GmbH accounts the provisions and decisions of the United Nations and other international institutions, which find application in the countries in which we are represented, notably those concerning the environment, competition and employment
- EAW Relaistechnik GmbH is sensitive to the concerns of the international governmental and non-governmental organizations in the activities of the company concerned areas
- EAW Relaistechnik GmbH respects the rules of free competition
- EAW Relaistechnik GmbH rejects from all forms of fraud and corruption, whether public or private, active or passive

EAW Relaistechnik GmbH sticks to

- The principles of the Universal Declaration of Human Rights
- The fundamental conventions of the International Labour Organisation
- The OECD Guidelines for Multinational Enterprises
- The Global Compact principles of the United Nations

EAW Relaistechnik GmbH relies on the loyalty, motivation, skills and sense of responsibility to its employees. We expect them to

- act with absolute integrity
- avoid conflicts of interest of any kind

The relations between EAW Relaistechnik GmbH and its suppliers, service providers and business partners based on the

- respecting the interests of both sides on the basis of transparent and appropriate contractual conditions
- adhering to these code of principles

Compliance with these fundamental principles to ensure the quality of our operations and creates the conditions for sustainable growth for the benefit of all.

Bernd Tauber  
Managing Director