



# Corporate Policy

## Preamble

## Central values and corporate principles

## Code of Conduct

- Health, safety and environmental protection
- Human Rights
- Social responsibility
- Competition, ethics and business conduct

## Conclusion

**SCHRADER**



Thanks to a global network of experienced engineers, we combine the cutting-edge technologies of our core competencies with the specific know-how in our target regions. The international connections enable us to provide our services worldwide and at the highest quality level. We use our bundled competence for the solution of customer requirements. Optimal functionality with the highest quality, economic efficiency and environmental compatibility are our goals.

Common principles are found again in the corporate policy and the agreed goals.

**This** company policy sets the framework and serves as a guide. This **policy** does not replace any instructions, process descriptions or procedures, nor any laws or standards.

In addition to the role model function, executives have the task of carrying company policies into and out of the company and monitoring compliance.

The requirements of this company policy form a uniform minimum standard and are binding.

If, despite scrupulous examination, this directive is in conflict to a law, the law has the binding effect.

**SCHRADER**

## Central values and corporate principles

Sincerity, integrity, respect for the human dignity are key values at Schrader. By committing ourselves to these values in our working lives, each of us contributes to the protection and enhancement of the reputation of our company. Our shared core values are the foundation of all our activities and they form the basis of our Code of Conduct and Corporate Principles. As we are judged by our behavior and our behavior is not governed and governed only by law, we act as Schrader according to company principles and our Code of Conduct. In our actions, we make sure that our business partners also adopt these principles.

## Code of Conduct

### ○ Health, safety and environmental protection

As an employer, Schrader guarantees occupational safety and health at the workplace in accordance with national regulations and supports the continuous development to improve the working environment.

Required measures for the avoidance of accidents and health damages are implemented, at the same time it is expected that the employees act on their own responsibility and comply with the regulations.

Compliance with laws, standards and regulations is the responsibility of every employee. We attach importance to the compliance and pay attention to our safety and that of the one next to themselves.

## ○ Human Rights

All employees of the Schrader company are committed to the freedom and equality of all people regardless of race, skin color, gender, language, religion, political or other beliefs, national or social origin, birth or other status. We demonstrate our commitment by supporting the United Nations Universal Declaration of Human Rights and the European Convention on Human Rights.

## ○ Social responsibility

An essential part of our daily business and corporate culture is diversity. We make sure that it respect the dignity, privacy and personal rights of every human being at all times. Under no circumstances will we tolerate discrimination, bullying or insults.

The respective legal regulations and operational regulations on working hours and industry standards must be observed.

The remuneration of the work performance takes place according to valid legal and operational regulations. Legal social benefits are guaranteed. Secondary employment is to be reported to the management and requires approval.

The right of employees to freedom of association and collective bargaining is respected.

Every kind of child labor and forced labor is rejected.

## ○ Competition, ethics and business conduct

Schrader is committed to fair competition in open markets while observing and complying with national and international regulations.

Secrecy and privacy means the preservation of trade secrets and the careful handling of customer data. Privacy laws and security policies must be adhered to.

We handle the assets and property of Schrader carefully. Theft is not tolerated and will be reported to the police.

Crimes against competition, granting of advantages, bribery and corruption are to be avoided. Fraud or infidelity, as well as other corruption offenses by own coworkers or third persons are to be prevented.

The awarding of contracts is based on an unbiased examination of the offers. Suppliers are treated equally. The sustainability of the supply chain has to be examined and integrated into the evaluation.

Conflicts of interest due to inappropriate offers have to be reported.

The relationships with suppliers are characterized by trust but also by the exemplify something through one's own way of work and life. Exemplary behavior transfers the code of conduct. Suppliers are encouraged and motivated to follow these principles.

# SCHRADER

## Conclusion

The rules of conduct promote the reputation and lead to sustainable customer relationships as well as to the long-term economic development of Schrader.

Compliance with the Code of Conduct in and outside the company and business processes is a fundamental requirement of the management. Infringements harm the company and have disciplinary consequences.

Rules and principles can be formulated, but it is important to internalize, to live and to demand them.

Therefore, not only the reliability of our products, but also our responsible actions are the focus of our business strategy.

**SCHRADER**