

Code of Conduct

Our Principles

We manage our company based on our values, personal integrity, and trust.

We conduct our business with respect for human dignity, in recognition of human rights and in accordance with applicable laws.

We are committed to economically and environmentally sustainable business practices.

We provide safe working conditions. We continuously develop the abilities of our employees and evaluate performance fairly.

We show mutual respect as we collaborate within and across cultures. We recognize the freedom of association of our workforce.

We conduct all our business with integrity and transparency. We oppose corruption.

We deliver superior products and services to our customers. We support free and fair competition, and we comply with relevant competition laws.

We take due care in the selection of our business partners. We comply with export controls and anti-money laundering regulations.

We treat our suppliers fairly. We expect our suppliers to strive toward the same high standards for business conduct and product quality that we have set for ourselves.

We protect proprietary business information, private data, and intellectual property rights. Proprietary company information and data may be released to third parties only with prior authorization.

We keep accurate records and guarantee complete reporting of financial and operating information to management, shareholders and third parties.

We act with integrity and honesty at all times. We always declare potential conflicts of interest. We protect the company's assets and will not use our position at HOERBIGER for personal gain.

We take pride in HOERBIGER. We protect the good reputation of our company as well as the image and the value of the HOERBIGER name and brand.

We Listen and We Act

We accept the challenges of ethical conduct. We will support each other in keeping our commitments to advance the interests of HOERBIGER. We will speak up whenever things need to be corrected or improved!

Concerns may be raised with local management. In addition, HOERBIGER Personnel are encouraged to escalate their concerns – up to a member of the Executive Board – or to inform Corporate Compliance. Concerns or complaints may be filed on the HOERBIGER Integrity Line (<https://hoerbiger.integrityline.org>). It is possible to file complaints anonymously. HOERBIGER strictly prohibits retaliation against any person who reports a suspected violation in good faith or who assists in a compliance investigation.