



CODE OF CONDUCT



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CONVEYING / ECHNOLOGIES

Code of Conduct

Loibl Förderanlagen GmbH / Loibl Holding GmbH

Preamble

Our Code of Conduct shall be a guideline for all companies of the Loibl Group and therefore applies equally to all of us. Specifically, it is addressed to the Management, the executive managers, to all of our employees and our business partners. It represents firstly the demand on ourselves to comply with the values and principles mentioned therein, and signals at the same time a responsible behavior towards others involving our business partners, customers and our employees.

Obligations of the Management

The Loibl Company considers itself obliged to act economically, socially and in an environmentally responsible manner. The Loibl Company endeavors to do business competently and on an ethical and moral basis, and to adhere to fair competition in all markets where it operates. This includes, among others, the adherence to applicable laws and the acceptance of bans on cartels or competition restrictions. We want to avoid that undue advantages are obtained by us over customers, suppliers or competitors.

Team Spirit, Constructive Cooperation

We always question existing solutions and develop new ideas for the benefit of our customers. We promote a constructive teamwork of our employees. Your interests and requirements are essential for our work and continued development. Our cooperation succeeds by the diversity of our employees and their effort in the business units.

Standards of Cooperation

We expect all of our employees always to act in accordance with the highest professional standards as well as our corporate guidelines. If within the scope of their activities or by their behavior the employees violate existing guidelines, regulations or requirements, they may in addition to possibly resulting legal consequences also be subject to disciplinary measures.

Open Communication with Employees

Misconduct is not hidden. If employees report to us in good faith any actual or suspected misconduct, we do not tolerate any intimidation attempts or reprisals to

them. Reporting a misconduct “in good faith” means that the employee believes that what he or she is asserting is true. This applies regardless of whether a subsequent investigation proves the version of the employee to be true or not.

Dialog with Cooperation Partners

As a basic principle, all business information of our partners and their company secrets are dealt with sensitivity and confidentiality. Necessary documents are adequately prepared, stored or, if required, destroyed after ending of the collaboration.

Customer Orientation

We treat our customers and business partners with fairness and honesty. We listen to the wishes, needs and expectations of our customers and business partners to ensure a targeted implementation in products, services and other processes. Our primary goal is to establish a long-term and stable relationship with our customers and business partners based on trust.

Acceptance of Gifts, Donations

a) Gifts to our employees

Our employees do not demand or accept personal advantages from customers or suppliers, which influence or might influence the own behavior in everything that concerns their own activity for the company.

If gifts are offered by third parties, these are only allowed to be accepted on condition that they are common practice and can be recognized as a courtesy or favor (promotional items with the logo of the giving company, such as calendars or pens).

For gifts the value of which is exceeding the customary value of a courtesy gift or in cases in which the employee is unsure, the Ethics & Compliance Officer or the Management shall be informed and their approval must be obtained. If this is not possible these gifts must always be rejected.

b) Gifts by our employees

Gifts on our part may only be offered within an accepted scope for the business relationship and at a materially appropriate extent. It is not allowed that the recipient can relate to any obligation which would influence his business decisions.

c) Donations

It is the policy of the Loibl Company to make no donations to political parties, individuals or organizations whose objectives contradict our corporate philosophy or damage our reputation. Donations are always made in a transparent manner.

Bribery and Corruption

We do not tolerate any form of corruption and bribery, regardless of whether our corporate assets or the assets of third parties are damaged. We ensure by means of control mechanisms that bribery, theft, embezzlement, fraud, tax evasion or money laundering are prevented.

Our employees are not permitted to accept or to grant favors. This shall be done as an exception with the items mentioned in the chapter **Acceptance of Gifts and Donations**. Most notably, it is prohibited to accept cash, travel benefits, exclusive gifts and favors which are linked to an inappropriate behavior.

Also our business partners are committed to prevent conflicts of interest involving a risk of corruption.

Data Protection

We treat all personal data of our customers, business partners and employees with utmost care. For safeguarding the data our employees are obliged to take all measures which are suitable to protect our IT System both from internal and external data theft. In particular this applies to misused passwords as well as unauthorized downloading of data within the company.

Use of Our Means of Communication

We refrain from downloading, saving and disseminating of inappropriate material with the help of our means of communication. We strictly avoid to present our personal political viewpoints as part of the business activity.

Protection of the Environment

The protection of the environment and of the climate is of utmost importance to us. Our employees are committed to sparing treatment of all natural resources used in our company (e.g. energy, water, areas). A responsible handling is expected from our employees during the production and marketing of our products and/or our services. As a means of protecting our employees we adhere to all laws and rules concerning the health and safety at the workplace. In particular, measures shall be taken by our executive managers providing a healthy and hazard-free work environment for our employees.

Compliance with the Applicable Law

Our executive managers are obliged to familiarize themselves with the relevant laws, rules and regulations for their areas of responsibility and to respect them without exception. Particularly, our executive managers bear a high level of responsibility in complying with the principles of our Code of Conduct.

The business practices of our business partners and their suppliers must also comply with the applicable laws. This applies particularly to the import, export and domestic merchandise trade, technologies or services, but also to the payment transactions and capital movements.

An infringement of economic embargos as well as regulations of the trade, import, export control and a terrorist financing shall also be excluded by our business partners.

Fair Competition

We feel ourselves committed to fair competition and comply with these laws and rules. We refrain from agreements aimed at fixing prices, conditions and strategies with competitors, suppliers, other companies and dealers hindering fair competition. We do not participate in an anti-competitive boycott.

Non-Discrimination Rule

In principle, any form of discrimination is prohibited. Regardless of whether this involves the nationality, ethnicity, the age and gender, the sexual orientation, marital status, a pregnancy or disability, or the religion or belief. Promotions, new recruitments are always made free from discrimination.

Handling with Company Assets

It is of great importance to us that the products made, the work equipment used and the intellectual property of the company are handled carefully and responsibly. Company-internal information must not be communicated to third parties.

Protection against Child Labor or Forced Labor

We strictly reject any form of child labor or forced labor, without exception, and also expect this from our business partners. School-age children (younger than 15 years) must not be employed, even if it would be allowed by the statutory provisions of the respective country of our supplier.

Implementation and Enforcement

The Loibl Company undertakes to make the necessary efforts to comply with the principles and values described in this Code of Conduct.

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