



Code of Conduct

Our Commitment to Integrity and Compliance

Message from the Executive Board

Dear Employees,

We run our businesses based on our Corporate Values: Pioneering Spirit, Courage, Fairness and Closeness. These values are the foundation of our Corporate Culture and HOERBIGER's success.

Why do we need a Code of Conduct? We do not live in a perfect world. Every day we are faced with decisions about what is right or wrong. Even in complex situations our pace is fast.

For this the Code of Conduct provides definite and clear directions.

The Code of Conduct affirms our commitment to Business Excellence. It is a commitment which we give to our customers, and to each other: We will act with personal integrity and in compliance with legal and ethical principles at all times.

With our Code of Conduct we also recognize our social responsibilities as a globally active company. We respect and support the goals as of relevant international conventions such as the United Nations Global Compact.

All HOERBIGER employees must be familiar with the Code of Conduct and follow its letter and spirit; the Code applies worldwide. We are convinced that our customers and other business partners will honor that we conduct our business with personal integrity and in compliance with legal and ethical standards.

We count on your support and commitment in joining this effort.

Executive Board
HOERBIGER Holding AG

**WE WILL ACT WITH
INTEGRITY AND IN
COMPLIANCE WITH LEGAL
AND ETHICAL PRINCIPLES
AT ALL TIMES.**

Our Principles

We manage our company by striving for highest standards of Business Excellence: because performance counts.

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 objectively.

We show mutual respect as we collaborate 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 towards 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 will declare potential conflicts of interest. We will 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 brand.

We listen and we act

We accept the challenges of ethical conduct. In critical situations we will support each other to keep our commitments to move HOERBIGER forward.

We will speak up, if things must be corrected or improved!

Concerns are raised with local management. Should this not be possible or no satisfactory response is received, every HOERBIGER employee may escalate a concern in the management structure—up to a member of the Executive Board, to a Compliance Coordinator, or to Corporate Audit.

**PIONEERING
SPIRIT**

The combination of our Corporate Values

- **PIONEERING SPIRIT**
- **COURAGE**
- **FAIRNESS**
- **CLOSENESS**

COURAGE

provides the HOERBIGER Group with a distinctive profile. This Code of Conduct is founded on our values and affirms our commitment to Excellence in all we do: products and services, operations, management. We strive for excellent business performance – and this with high standards in our corporate governance and our ethical behavior.

FAIRNESS

CLOSENESS



Publisher
HOERBIGER Holding AG
Baarerstrasse 18
6304 Zug, Switzerland