

CODE OF CONDUCT

alfatec GmbH & Co. KG (hereinafter referred to as "**alfatec**") is a modern and globally engaged enterprise.

The success of alfatec is based on quality, innovation and performance, which is achieved in fair competition. alfatec is committed to the fundamental values of integrity, transparency and accountability in business transactions and therefore wishes to ensure compliance with all applicable national and international legislation.

The reputation of alfatec, the trust of the customers and thus also the existence of the company depend decisively on the observance of these basic values, as well as on compliance with the applicable laws. In view of the above, alfatec also expects corresponding conduct from its suppliers. The principles set out in this Code of Conduct are minimum standards, which alfatec requires of itself, as well as of all business partners. alfatec reserves the right to change the requirements of this Code of Conduct from time to time.

1. Compliance with the law

alfatec complies with the prevailing laws of the respective applicable legal regulations.

2. Product integrity

alfatec meets the highest quality requirements for the delivered products and adheres to all relevant statutory provisions, in particular regarding product safety, product liability and warranty, taking into account the respective manufacturer/ supplier.

3. Prevention of corruption

alfatec assures that it will not influence or distort domestic and foreign competition through bribery. alfatec opposes corruption and bribery both by public officials and business partners and does not tolerate any form of corruption. alfatec will not offer, promise or grant any kind of illegal monetary payments, gifts, invitations or other donations or contributions, which may influence decision-making, as well as tolerate corresponding contributions to influence the decision-making of officers or business partners.

4. Respect of fundamental employee rights

alfatec promotes equal opportunities and the equal treatment of its employees. No employee is harassed, discriminated against or disadvantaged without a justifiable reason because of his or her race, nationality, descent, gender, faith or world view, political views, age, disability or sexual orientation. alfatec does not tolerate inappropriate harassment, discrimination or unjustified disadvantage. alfatec respects the personal dignity, privacy and personal rights of each individual. alfatec does not employ anyone against his will or force anyone to work against his will. Furthermore, alfatec maintains the minimum standards laid down in the ILO core labour standards, in particular with regards to freedom of association, prohibition of forced labour, the adequacy of remuneration including supplementary benefits, protection against discrimination, compliance with minimum age and prohibition of child labour.

Furthermore, alfatec is strictly opposed to any kind of trafficking in human beings and rejects it in every way.

5. Health and safety of employees

alfatec assumes responsibility for the health and safety of its employees. alfatec complies with the prevailing health and safety regulations and ensures a safe and health-promoting work environment in order to maintain the health of its employees and to avoid accidents, injuries and work-related illnesses.

6. Environmental protection

alfatec adheres to the legal as well as international standards related to environmental protection and strives to minimize environmental pollution and to improve continually environmental protection.

7. Supply chain

alfatec also demands compliance with the contents of this Code of Conduct from its own suppliers to the best of their abilities and in principle does not tolerate violations of the principles contained in this Code of Conduct.

8. Compliance with this Code of Conduct

In the case of a violation of the principles set out in this Code of Conduct, alfatec reserves the right to terminate the contracts with suppliers for cause and to terminate the business relationship.

Rednitzhembach, 24 August 2017
Place, date

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