

Our Code of Conduct sets out the core principles Ing. Gerhard Fildan GesmbH. follows, to ensure products are made in good working conditions and that the people making them are treated decently and paid a fair wage.

COMPLIANCE WITH LAWS AND WORKPLACE REGULATIONS

We comply with laws and regulations in all locations where we conduct business.

EMPLOYMENT RELATIONSHIP

We adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

NON-DISCRIMINATION

No person is subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE

Every employee is treated with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment or abuse.

FORCED LABOR

There is no use of forced labor, including prison labor, indentured labor, bonded labor, human trafficking, slavery or other forms of forced labor.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. Ing. Gerhard Fildan GesmbH. adopts an open attitude towards the activities of trade unions and their organizational activities, additionally we have an elected works council. Workers representatives is not discriminated against and has access to carry out their representative functions in the workplace. Where the right to freedom of association and collective bargaining is restricted under law, we facilitate, and do not hinder, the development of parallel means for independent and free association and bargaining.

HEALTH, SAFETY AND ENVIRONMENT

Ing. Gerhard Fildan GesmbH. provides a safe and hygienic working environment (such as access to clean toilet facilities, to potable water and facilities for food storage), bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing,

so far as is reasonably practicable, the causes of hazards inherent in the working environment. Workers receive regular and recorded health and safety training, and such training is repeated for

new or reassigned workers. Furthermore, we offer our employees the opportunity of an annual health examination.

CHILD LABOR

No person is employed under the minimum working age established by local legislation and only after completion of compulsory education according to local regulations. Employees are not employed under the age of 18 in night work shifts or in hazardous conditions. Child labor must still respect local standards that ensure workers' protection.

HOURS OF WORK

The working hours, the daily and weekly rest periods as well as the breaks, holidays and additional working hours comply with national laws, sectoral agreements and local regulations with reference to those that best protect workers and ensure proper remuneration.

COMPENSATION, BENEFITS AND LABOR AGREEMENTS

Wages and benefits paid for a standard working month meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event, wages should always be enough to meet basic needs and to provide some discretionary income.

We provide all workers with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

Deductions from wages as a disciplinary measure are not permitted nor are any deductions from wages not provided for by national law are permitted without the expressed permission of the worker concerned. All disciplinary measures are recorded.

To every extent possible, work performed must be based on recognized employment relationship established through national law and practice. The obligations to employees according to the laws on employment and social security that results from regular employment should never be circumvented through the use of contracts that are not in accordance to the purpose for which they are signed.

ENVIRONMENT

For Ing. Gerhard Fildan GesmbH. environmental responsibility is integral to producing excellent products. In manufacturing operations, adverse effects on the environment and natural resources are minimized while safeguarding the health and safety of the public. We comply with environmental rules, regulations and standards applicable to our operations, and observe environmentally conscious practices.

CONFIDENTIALITY

During the various discussions that may occur between the parties involved (Ing. Gerhard Fildan GesmbH. on the one hand, and customers, representatives, employees etc., on the other) a series of confidential information and business trade secrets may be disclosed between the parties relating to activities and products, designs, inventions patented or to be patented, own or third parties' trademarks and brands, own production processes, testing, analysis, research and the results thereof, current or potential developments of products and their production processes, technical and scientific specifications and data on products and/or their processes, projects, designs, know-how,

commercial information such as data regarding customers, suppliers, agents, strategies, studies and marketing plans, sponsors, testimonials, financial or corporate communications and advertising.

All this information hereinafter referred to as “Confidential Information” are of secret nature. Therefore, the Parties undertake, for the duration of the relationship and even after the termination of the same, for any reason whatsoever, to keep the Confidential Information of which they are aware strictly confidential and secret, both in writing and verbally, in the execution of the relationship, employing all due diligence and taking all the precautions necessary to avoid disclosure or communication to third parties of such Confidential Information.

NO CORRUPTION

The offering, paying, soliciting or accepting of bribes or kickbacks, including facilitation payments, is strictly prohibited. A bribe may involve giving or offering ANY form of gift, consideration, reward or advantage to someone in business or public administration, in order to obtain or retain a commercial advantage or to induce or reward the recipient for acting improperly or where it would be improper for the recipient to accept the benefit.

COLLABORATION REQUIREMENTS

Suppliers are bound to the laws and regulations in force in each of the locations in which they operate and shall not act in conscious violation of any of the above laws and regulations. Suppliers shall not knowingly work with sub-contractors who violate any law or regulation in force.

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