

Code of Conduct HEINRICH KIPP WERK GmbH & Co. KG

1. Area of application

This code of conduct applies to all the company's branches and production sites.

2. Legislation, standards and ethical conduct

Heinrich Kipp Werk observes the applicable legislation and standards. We are guided by the generally applicable ethical values and principles, in particular integrity, honesty and human dignity.

3. Bribery, corruptibility and corruption

The company rejects bribery and corruption and does not tolerate this form of behaviour.

4. Fair competition

The firm of Kipp undertakes not to restrict free competition and not to breach national and international regulations on combating cartels.

5. Human rights

The internationally acknowledged human rights are expressly supported.

6. Child labour

Child labour and any form of exploitation of children and young people are rejected. The relevant legislation is observed.

7. Forced labour

Any form of forced labour and similar practices are rejected.

8. Remuneration

Remuneration including wages, overtime and fringe benefits, is at the level specified in the applicable case law and legislation or above it.

9. Working hours

The working hours meet the applicable sector standard.

10. Health and safety at work

The national and international regulations on ensuring health and safety in the workplace are observed.

11. Environmental protection

Heinrich Kipp Werk observes the provisions of environmental legislation. On our own initiative we practise active environmental protection so that pollution of the environment is avoided or reduced to a minimum. When disposing of and

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Heinrich Kipp

