

Code of Conduct

The Code of Conduct of RK Rose+Krieger GmbH

RK Rose+Krieger GmbH (RK), its managers and employees, are committed to socially responsible corporate management. They actively endeavour to behave in an ethical and legal manner, in particular with regard of working conditions, social and environmental sustainability, competitiveness and transparency. They therefore consider, adhere to and promote the following values and principles.

1. Compliance with the law

RK abides by the relevant laws and other regulations of the countries in which it operates;

2. No bribery or corruption

RK does not tolerate any form of bribery or corruption as defined by the UN Convention (United Nations Convention against Corruption of 2003, in effect since 2005);

3. Fair competition

The company complies with competition antitrust law;

RK promotes ethically and legally fair competition in relation to its competitors;

4. Respect for the basic rights of employees

- **RK** acts in accordance with ethical values and principles, and therefore promotes equal opportunities and equal treatment of employees, regardless of gender, age, ethnicity or nationality, social or cultural origin, disability, sexual orientation or political or religious beliefs;
- **RK** is committed to the promotion of human rights. It respects human rights in accordance with the UN Charter of Human Rights (Universal Declaration of Human Rights, UN resolution 217 A (III) of 1948);
- It respects the privacy and rights of each individual;
- It ensures the health and safety of its employees and promotes a safe and healthy work environment in which accidents and injuries are avoided;
- It protects its employees from physical punishment and from physical, sexual, psychological, verbal harassment or abuse and prevents forced labour;
- It guarantees the right to freedom of opinion and expression;
- **RK** guarantees compliance with the labour standards on remuneration in the Employment Act and its regulations.

5. Child labour

RK complies with the prohibition of child labour and abides by the basic principles of employment protection for young people based on the Employment Act and its regulations;

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6. Environmental protection

- **RK** meets the requirements and standards of the relevant environmental legislation and acts in an environmentally aware manner;
- It uses natural resources responsibly;
- It strives to minimise environmental pollution and to improve environmental protection;

7. Data protection

When collecting and processing personal data, **RK** will abide by all relevant laws and regulations;

8. Business partners

RK pledges to also promote compliance with the contents of this **Code of Conduct** among its suppliers and in the wider value chain within the scope of its respective capabilities and areas of action and to promote the principles of equal treatment in its choice of business partners and in its dealings.

Minden, Juni 2023

Yours sincerely,

RK Rose+Krieger GmbH
Connecting and positioning systems

Björn Riechers
Managing Director