

CODE OF CONDUCT

AMT Schmid is an internationally active, medium-sized company that has grown soundly and is rooted in a long-standing tradition.

As a supplement to our values, our code of conduct lays out which principles of behaviour and standards are relevant and binding for us in terms of how we interact with employees, customers, suppliers, business partners, the environment and society. It serves as a guideline for ethically and morally sound, value-oriented action that is compliant with the law and regulations.

Compliance with the nationally and internationally applicable legal regulations forms the foundation of all our actions. Furthermore, we as a company place particular value on the observation of human rights, labour and social standards as well as anti-discrimination and anti-corruption provisions, in addition to the protection of the environment.

Our code of conduct applies at all times, for every single person in the company regardless of their position and role, just as it does for all of our business partners.

Our aim is for every service associated with our final product to be performed in accordance with the principles of this code of conduct.

HUMAN RIGHTS

We respect and support the internationally recognised human rights, and do not tolerate any violations of human rights within our sphere of influence. We reject all forms of forced or child labour, and we take care to ensure that we do not profit, either directly or indirectly, from involuntary labour.

EQUALITY & ANTI-DISCRIMINATION MEASURES

We respect the personal dignity, the privacy and the personal rights of every individual, and have a zero-tolerance policy towards discrimination. This applies without limitation to gender, social status, skin colour, political convictions, origin, religion, age, pregnancy, sexual orientation as well as physical and mental impairments. Promotions and new hires are always free of discrimination.

WORKING CONDITIONS AND HEALTHCARE

Employees at AMT Schmid receive fair remuneration that justly reflects their performance. The working conditions are presented to the employees in a written employment contract.

We encourage and promote the motivation and competence of our employees through education and training offers.

AMT Schmid provides ergonomic workplaces and a safe working environment that serves to maintain good health. No substances are used that have a negative impact on health when used properly.

We regularly train our employees in the area of occupational safety, and take preventative measures with regard to work-related accidents.

PROTECTION AGAINST CHILD OR FORCED LABOUR

We strictly reject all forms of child or forced labour without exception, and expect our business partners to do the same. School-age children (younger than 16) may not be employed even if the statutory provisions of the respective country of our supplier would permit this.

PRINCIPLES OF CORPORATE MANAGEMENT

AMT Schmid pursues its business objectives under consideration of the rules of free and fair competition. We observe all competition and antitrust laws.

Similarly, we stipulate that the business practices of our business partners and their suppliers must also take the applicable laws into account. This applies in particular to import, export, and domestic trade in goods, technologies or services, but also to payment and capital transactions.

We respect both the trade sanctions put in place by the United Nations as well as the sanctions imposed by the EU.

AMT employees are required to avoid conflicts of interest. The interests of the company, and not personal interests, are the basis of every decision.

TEAM SPIRIT, CONSTRUCTIVE COOPERATION

We are continuously questioning existing solutions and developing new ideas for the benefit of our customers. To this end, we promote constructive cooperation between our employees. Their interests and the demands they make of us are crucial for our work and continued development. Only with consistent teamwork can we continue to be successful in our various business segments.

STANDARDS OF COOPERATION

We expect all our employees to always act in accordance with the highest professional standards. If employees violate existing guidelines, regulations or provisions in the course of their activities or through their behaviour, the employees concerned must face disciplinary measures.

ENVIRONMENT AND CLIMATE PROTECTION

Beyond the legal requirements of environmental law, AMT Schmid is careful to act in an ecologically sustainable, responsible manner. We are efficient in our use of energy and resources, and strive to produce as little waste as possible. We promote the environmental awareness of our employees and suppliers. We expect our employees to act responsibly in the manufacture and distribution of our products and/or services. For the protection of our employees, we observe all laws and rules pertaining to health and safety at the workplace.

ACCEPTANCE OF GIFTS

a) Gifts to our employees

Our employees do not request or accept any personal benefits from customers or suppliers that influence or could influence their own behaviour with regard to their activity for the company. If gifts are offered by third parties, these may only be accepted if they represent common practice and can be recognised as a courtesy (promotional gifts with the logo of the company giving the gift, such as calendars or ballpoint pens). In the case of gifts with a value that exceeds the usual amount, management must be informed. If this is not possible, as a general principle, these gifts must be rejected.

b) Gifts from our employees

Similarly, gifts given by us may only be offered within a scope that is customary for the business relationship, and of an appropriate material amount. There may not be any obligation associated with this gift for the recipient that could influence his business decisions.

BRIBERY AND CORRUPTION

We do not tolerate any kind of corruption or bribery, regardless of whether this damages our company assets or the assets of third parties or not. We have put control mechanisms in place to ensure that bribery, theft, embezzlement, fraud, tax evasion and money laundering are prevented.

Our employees are prohibited from accepting or giving out favours of any kind (cash, travel, gifts etc.) that are linked to an undue advantage (placement of an order, awarding of a project contract etc.). Our business partners are also instructed to avoid conflicts of interest that could entail a risk of corruption.

DATA PRIVACY

We handle all personal data of our customers, business partners and employees with the utmost care. This includes names, addresses, telephone numbers as well as dates of birth and information on health status. To secure the data, our employees are obliged to take all measures suitable for protecting our IT system from both internal as well as external data theft. Within the company, this applies in particular to the misuse of passwords and the unauthorised downloading of files, especially inappropriate material from the internet.

Sauldorf, 09/07/2020

Armin Schmid

Dr. Alexander Ludwig

Steffen May

Management

We hereby confirm our acknowledgement of and compliance with the code of conduct.

Supplier	Date, Signature
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