



## **Corporate Principles**

In these Corporate Principles the company Basalt-Actien-Gesellschaft has established the requirements and principles of the cooperation with its business partners as well as with business partners of its subsidiary companies, where the company has direct or indirect ownership.

Our enterprise is bound to stick to the following values:

We maintain human and direct contact to our employees and follow the rules of fair competition with other companies. We take seriously the social responsibility and take care about our environment.

We do business in good faith as well as with awareness of our responsibility, honesty and loyalty.

We do not take advantages of illegal or unethical business practices. We rather ensure the optimal benefit to the customers as well as our long-term commercial success through innovation and high quality of our products and services.

From our business partners, in particular from our customers, suppliers and service providers, we expect that they implement the principles listed in our Corporate Principles in all their business activities, adhere to these Principles and adjust their business practices accordingly.

The Corporate Principles are part of every contract with our business partners and are legally binding for them for execution.

### 1. Approach To Employees:

Our business partners

- encourage equal opportunities and equal approach as well as prevent discrimination when hiring (recruiting), promoting employees and provide the work load in the frame of current legislation;
- respect common human rights;
- acknowledge the valid country legislation on freedom of meetings and units;
- ensure the payment of their employees according to existing legislation on the base of valid contract or legally valid labor tariffs agreement.

### 2. Workplace Health And Safety:



We expect from our business partners that through preventive health and safety management they protect their employees from work place health and safety hazards and create for them safe working environment;

In any case, our business partners have to follow the local health and safety legislation;

### 3. Environmental Protection:

Our business partners adhere to all relevant environmental laws, regulations and standards;

In their area of influence our business partners make all reasonable arrangements for protection of environment, they minimize environmental impacts and continuously improve environment and climate protection.

### 4. Employment Of Children

Our business partners reject the usage of child labor as well as any form of exploitation of children and/or youth. The minimum legal working age for employment of children may not be less than the age of completing of compulsory education, but at any rate, not younger than 15 years old. Exceptions of the International Labor Organization to be applied. National law and regulations for children and youth protection are to be adhered to.

### 5. Forced Labour

Our business partners do not tolerate any form of forced or compulsory labor, debt bondage and slave labor as well as slavery; we also reject prison work which violates human rights. No employee may be compelled to work by force or intimidation of any form. The employees must be treated with dignity and respect; they may be employed only if they do it on their own free will.

### 6. Fair Competition

Our business partners adhere to the rules of fair competition and fair contracting with no exceptions.

Prohibited are all anti-competitive agreements or decisions between companies or concerted practices if they have as their object or effect the prevention, restriction or distortion of competition; in particular, agreements with competitors with the purpose to divide markets or customers as well as price fixing agreements or agreements on fixing other key commercial conditions.

### 7. Prevention of Corruption



Our business partners

- neither tolerate any kind of corruption and bribery nor being engaged in such kind of practices;
- assure that they do not offer, promise or grant undue preferences to our employees to influence their decision making;
- avoid conflicts of interests which can lead to corruption risks.

#### 8. Suppliers / Subcontracting

Our business partners

- promote these Corporate Principles and requirements or equal values among their suppliers and subcontractors and oblige them accordingly;
- make all reasonable efforts for adhering of their suppliers and subcontractors to these Corporate Principles.

#### 9. Data Protection

Our business partners shall follow all valid personal data protection regulations; in particular they will protect personal data of their business partners and employees.

#### 10. Fulfillment of the Corporate Principles

Our business partners ensure that they follow the principles listed in these Corporate Principles.

Our business partners agree to an appropriate company inspection if necessary and promise to support it.

Any violation of these Corporate Principles is enough reason for termination of the existing contractual relationship. If needed, we are ready to give our business partners an opportunity to take appropriate corrective actions.

Under no circumstances our business partners can render us liable for their noncompliance with these Corporate Principles resulting in penalties, penalty fees, third-party or public authorities' claims. However, we reserve the right to claim the corresponding compensation.

Linz am Rhein, implemented:

Decided by the Board of Directors of Basalt-Actien-Gesellschaft on 17<sup>th</sup> November 2016