

An integral part of our values

Code of Conduct

Compliance by TOX® PRESSOTECHNIK

Content

- Preamble..... 2
- Human Rights 2
- Cultural diversity and antidiscrimination..... 2
- Standards of collaboration 3
- Environment and sustainability 3
- Occupational health and safety 3
- Confidential information / data protection..... 4
- Conflict of interests 4
- Corruption / gifts and payments 4

Preamble

Entrepreneurial activities carry with it responsibilities. Responsibilities toward our business partners, employees and colleagues.

Faultless thinking and acting with regard to ethics is our declared objective.

And here we do not limit ourselves to the adherence of applicable local laws, but, in addition, we demand the respect for international conventions, such as those for the protection of human rights, for the fight against corruption and the sustainability and respect of our internal company values and guiding principles.

This code of conduct is to be a guide for company management including all employees for the daily dealings with our business partners, employees, colleagues and the public.

The objective is to guarantee conduct that conforms to legal requirements and to protect our employees against misconduct.

Human Rights

TOX® PRESSOTECHNIK obligates itself to adhere to applicable local as well as global standards of human rights.

We forbid all forms of forced labor and child labor at all locations of TOX® PRESSOTECHNIK.

We additionally stand for fair salaries and respect the rights of employees and applicable working hours standards.

Cultural diversity and antidiscrimination

Characterized by our internal decentralized structures, we practice intercultural exchange regardless of origin, race, ethnic background or religion.

This equally applies to physical disabilities, to gender or to any any other distinguishing features.

The diversity of our employees and their respect for each other plays a central role in the success of our company.

Standards of collaboration

We expect the highest degree of integrity from everyone employed in our companies. If employees violate the existing guidelines, regulations or directives due to their behavior within the framework of their activities, the relevant employees must be prepared to accept disciplinary measures.

Environment and sustainability

We feel an obligation toward the environment and want to actively contribute to the protection of the environment.

That is why sustainable economizing is a priority for us. We endeavor to design our processes in such a way that the damage to the environment is minimized.

We endeavor to minimize waste and emissions as much as possible and to handle energy and other resources responsibly.

We store and dispose of hazardous waste safely and in accordance with regulations.

Occupational health and safety

The health and well-being of our employees has top priority.

As a company, we bear the responsibility to ensure a safe working environment at all places of work within TOX® PRESSOTECHNIK. The basis here, among others, is our well-defined occupational health and safety management.

In addition, we exhort every individual employee, both male and female, to care for a safe and healthy working environment. Not only for herself/himself but also for colleagues and fellow employees.

Our express objective is work free of accidents.

To reach this objective and to make our employees aware of dangers and prevent injuries, regular training sessions about occupational health and safety are the first means of choice.

Our occupational health and safety measures are designed transparent and we learn from each other by means of constructive discussions. We are open to new ideas and want to continue to develop our expertise.

Confidential information / data protection

We take the data protection of our business partners and our employees very seriously. Every employee in our organization is obligated to adhere to the local data protection regulations. That is why our employees and third parties do not gather, process or use the personal data of our business partners without their approval or legal authorization. Additional information is available in our notices about data protection on our website.

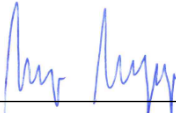
Conflict of interests

All employees of our companies are obligated to avoid activities that could lead to conflict between their personal interests and those of TOX® PRESSOTECHNIK. Business matters should never be influenced by personal interests. No one is permitted to misuse their position to gain a personal advantage.

Corruption / gifts and payments

Employees are not permitted to offer or demand personal advantages (payments or other handouts) during the development, granting or settlement of an order. Employees are forbidden to grant or accept material gifts. This fundamentally applies globally. Exceptions are merely common casual or advertising gifts and material gifts which are common practice in a country and which are not granted or accepted in exchange for preferential treatment or to circumvent of legal regulations. They must not influence business decisions. Gifts to public officials are forbidden.

Management Board of TOX® PRESSOTECHNIK



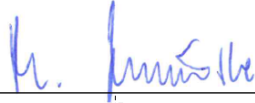
Eugen Rapp




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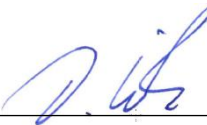
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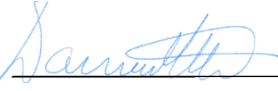
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