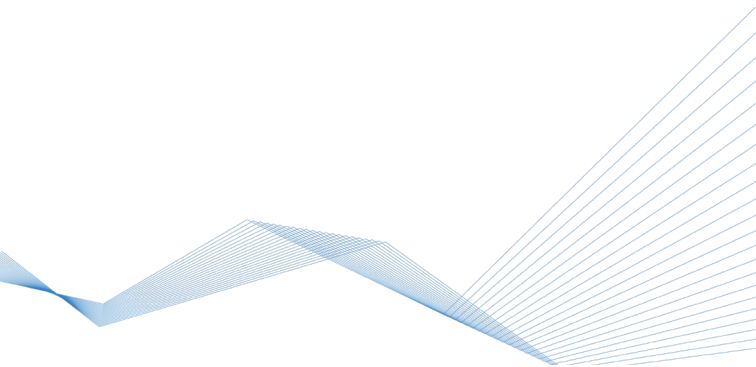




# Code of Conduct



# KERN LIEBERS

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## CODE OF CONDUCT

We, the companies of KERN LIEBERS Group, take our corporate and social responsibilities very seriously and firmly believe that the long-term economic success of our companies requires a binding system of values. For this reason, we assume that our employees, customers and business partners base their conduct and behavior on the following principles. The role of our executives here is to lead by example. Under certain circumstances, infringements may lead to consequences, including in contractual relations..

## PRODUCTS AND LAWS

- We make every effort to ensure that our high-quality products satisfy the interests of our customers in the best possible way. We work continuously on innovation and improvement and examine potential cost savings.
- We adhere to the legal provisions applicable to us, including any export and import restrictions.
- We also expressly observe the United Nations Universal Declaration of Human Rights and support its enforcement, in particular through our participation in the United Nations Global Compact.

## WORKING CONDITIONS

- We reject any form of forced or child labor and are committed to fair and safe working conditions.
- We oppose any form of discrimination, in particular on grounds of nationality, ethnic origin, belief system, sexual orientation, religion, gender, age or disability.
- We stand for equal opportunity and cultural diversity. We want our employees to be able to develop their skills and qualifications accordingly.
- We guarantee the right to freedom of association in accordance with statutory provisions.
- We ensure that working hours and working conditions are at least in conformity with the statutory provisions or negotiated agreements applicable to us.

## CONFIDENTIALITY, INTELLECTUAL PROPERTY, DATA PROTECTION AND DATA SECURITY

- We ensure that both our own company and business secrets and those of our customers, suppliers and business partners are protected. We understand that in our relations with our customers and suppliers, we have as a rule committed ourselves to strict confidentiality, and we act accordingly, particularly in our approach to access permissions.
- We respect the intellectual property of third parties.
- We adhere to the data protection laws and to the IT policies and standards in place at our company. We back up our work regularly in a manner that ensures that it remains usable for the company.

## **ENVIRONMENT**

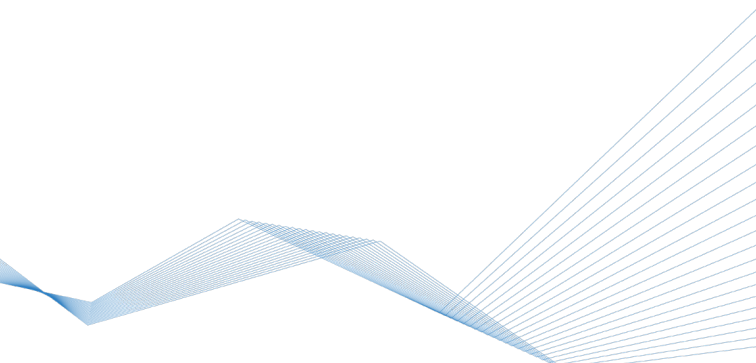
- We use natural resources sparingly and efficiently, work to protect the environment and adhere to the legal provisions governing environmental protection and nature conservation. We promote the development and distribution of environmentally friendly technologies and processes.

## **ANTI-CORRUPTION, COMPETITION AND CONFLICTS OF INTEREST**

- We stand for fair competition and oppose all forms of corruption and bribery. We observe the laws governing the protection of competition.
- We avoid conflicts of interest or resolve them proactively. We make our decisions on the basis of objective and performance-based criteria, and not solely on the basis of the benefit to us or those associated with us.



SMART SPRINGS & SMART PARTS



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