



CODE OF CONDUCT
DEPRAG Group

DEPRAG – your partner worldwide!

Quality – the basis for a lasting partnership

We are committed to achieving the highest possible level of quality of our products and services, since this is what first and foremost will ensure that partnerships with our customers are long-lasting and successful.

Brainpower – a passion for engineering

Innovative solutions can only be implemented with the best staff, which is why we attach great importance to comprehensive basic training, constant further education in technical, commercial and personal fields, and the gaining of many years' experience.

Production – your product: precision to fulfil the highest requirements

Traditionally, our production facilities have always been our central activity, and our concentration on manufacturing depth means that this still applies today. As a result, every year we invest extensively in our plant machinery. Our latest 5-axis machining centres are only one example of our equipment, enabling us to efficiently manufacture high-precision parts.

Precision – to get everything just right – down to the very last detail. Part by part, machine by machine, day by day, 100%

The highest possible level of accuracy in manufacturing ensures that our products have a high efficiency factor and remarkable reliability. In our state-of-the-art grinding shop, DEPRAG tools are given their final fine grinding down to an accuracy of a few 1/1000 mm.

Flexibility – mobility to achieve our objectives together

It is our plant machinery, characterized by its quick convertibility, simplest possible programming and high geometrical adaptability, that demonstrates just how flexible we are.

Responsibility – we see the whole picture

In our manufacturing facilities, we focus on using raw materials and energy sparingly, and disposing of waste and harmful substances in an environmentally aware way. In every decision we take, we keep an eye on how it will affect the environment, the region and our staff. Our long-term human resources policy ensures that staff always remain satisfied and continue to identify with the company.

RELATIONS



SOCIETY

- We support all internationally recognized human rights and respect these rights in the operational business of the Group throughout the world.
- We are well aware that our commitment to the financial success of the Group must also take the more general economic, ecological and social consequences of our activities into account.

ECOLOGICAL RESPONSIBILITY

- We believe in a business model that conserves the environment for the following generation. Regarding the protection of the environment, DEPRAG strives to take a leading position across this branch of industry in the application areas that are covered by our products and services. This includes a complete assessment of all products and processes in terms of quality, safety, health and environmental compatibility. All departments are focused on managing resources as sparingly as possible, above all raw materials and energy, so as to minimize the effects on the environment and reduce waste resulting from processes and products. The aim is to reduce greenhouse gas emissions, increase energy efficiency and make use of renewable energy.
- General emissions (air and noise emissions) together with greenhouse gas emissions are routinely monitored and correspondingly typified (e.g. air quality).
- Effluents from operating procedures, manufacturing processes and sanitary facilities are typified in terms of water quality and correspondingly treated. In addition, measures are being implemented to reduce the consumption and thus production of effluents.
- Procedures are handled systematically. Chemicals or other materials which present a danger to the environment when set free are identified and handled in such a way that, when they are reused or disposed of, safety is guaranteed.

STAFF

As employers, it is our aim to be first choice, not only for our present staff but also for potential employees. We want qualified, motivated employees who are enthusiastic about working in a professional environment, and whom we can then train in such a way that they stay with us.

- We do our utmost to create a safe, healthy working environment in all areas of the company.
- We believe in equality of opportunity, fairness and diversity. When we employ and promote staff, this is based on the qualifications necessary for the work involved, irrespective of ethnic background, religion, sex, age, nationality, handicap, sexual orientation or political opinion.

- We respect the right of all staff to join associations. They can become members of employee organizations of their own free will and allow themselves to be represented by them when negotiating pay settlements.
- Under no circumstances shall we resort to or implement forced or compulsory labour. We strictly reject child labour or any other forms of child exploitation. We employ no one under the age of 15, and comply with local standards should they stipulate a higher age.
- The performance and output of staff is remunerated fairly. Legal minimum wages will always be considered a minimum, not a recommended wage level. Assessments of staff performance and output take place annually.
- Within the framework of national regulations, the company guarantees work safety and protection of health in the workplace. Regarding permissible working times, working norms will be adhered to in accordance with legal regulations.
- We offer staff the possibility to attend courses and develop their skills on a continuous basis, thereby enabling them to grow, together with their group. Every employee is to be given the support necessary for improving the results of their work and developing their competence.
- We are informed about, and trained to be aware of, how human rights, security and safety, corruption, environmental effects and any other aspects associated with our operational business are to be included. In this way we guarantee that our commitment to mutual respect and the support of these rights is implemented.
- We support the flow of information across divisional, functional and geographical borders, so as to be able to make optimal use of the knowledge and experience available.

CUSTOMERS

As suppliers, we want to be first choice not only for our present and potential customers, but also for our end-users. This is why we are striving to achieve the highest possible number of customers and a large share of the market.

- We want to constantly supply products and services of high quality which will increase the productivity and profitability of our customers.
- Our products are developed with the aim of meeting the demands of our customers regarding productivity, quality, functionality, safety and environmental requirements.
- We are active throughout the world, so as to be available for our customers as competent partners on a long-term basis in every country and on every market where we are represented. We pay special attention to building up close relations to our customers in order to fulfil and exceed their expectations at all times.

SUPPLIERS

We strive to be the best possible and preferred partner for our suppliers, sub-contractors and dealers.

- We search for, assess and choose business partners on the basis of objective factors, including, among others, productivity, quality, punctuality of deliveries, price and reliability. Equally important is the extent to which they are committed to environment-related and social conduct.
- We expect our suppliers to comply with national legislation in force relating to health and safety at work.
- DEPRAG expects its suppliers to comply with all applicable legal regulations relating to conflict minerals. In case a product contains one or several so-called conflict minerals (tin, tantalum, tungsten, gold or corresponding ores), DEPRAG expects its suppliers, upon request, to be able to guarantee transparency regarding their supply chain up to the smelting plant.
- We expect that bribery and corruption will not be tolerated in our suppliers' companies, and that compliance both with the Conventions of the United Nations (UN) and the Organization for Economic Cooperation and Development (OECD) in the fight against corruption, and with the applicable anti-corruption laws, will be guaranteed.
- We make our suppliers aware of our self-commitments and expect them to follow our guidelines.
- DEPRAG expects its suppliers, in their business activities with DEPRAG, to make decisions based exclusively on objective criteria. From the very beginning, any conflicts of interest with private matters or other economic activities or suchlike, including members of the family and other closely related persons or organisations, are to be avoided.

TRANSPARENCY

DEPRAG has established high standards of reporting. We demand that all staff involved in the compilation, processing and reporting of information work to ensure that such information is kept confidential, up-to-date and correct. The economic, environment-related and social achievements will be evaluated in an annual report.

COMPANY INTEGRITY

No matter where we do business, we are committed to our good reputation. This is the principle that determines our activities. We shall, as a matter of principle, avoid anything that might call the standing of DEPRAG into question.

- We have high standards of social and personal ethics: we follow our internal guidelines and, as a matter of course, comply with the laws and regulations in force of the countries in which we do business.

- We tolerate no bribery and corruption, including personal donations in the form of money or material assets. We shall take firm and immediate action against any violation.
- We support and endeavour to ensure fair competition; this is why we refuse to conduct discussions with competitors about prices, market shares and suchlike, or reach agreements on such matters.
- We comply with all export controls and any rules and regulations pertaining to economic sanctions in force, and adhere to the rules and procedures so as to comply with trade regulations. We undertake to comply with international treaties and agreements on the non-proliferation of atomic weapons, rocket technology, or chemical and biological weapons.
- We respect the capital assets of the company, and protect the material and immaterial assets of the Group against loss, theft and abuse.

IMPLEMENTATION AND COMPLIANCE

This Code of Conduct combines the guidelines that pertain to all the companies within the Group. Our conduct shall be determined by these internal guidelines and is aimed at increasing the intrinsic value of DEPRAG. These guidelines, together with other principles, standards and instructions, have been published, and are available to all staff over the Intranet.

All employees must familiarize themselves with this Code of Conduct and its guidelines, and comply with it. Corresponding training courses will be conducted; these are obligatory for all new employees.

On the basis of the guidelines as described in the company's principles, operating units are to draw up strategies and implementation plans. Every Head of Department is responsible for ensuring that these are followed on a daily basis and that the guidelines in force are complied with.

Control mechanisms will be established for ensuring that each guideline is adhered to. At the group level, indicators relating to social and ecological conduct will be pursued. During risk analysis sessions, due to take place regularly, legal, social and environment-related topics will be examined.

In order to ensure that implementation is effected, internal audits and suchlike will be conducted on location within our company.

Any proven violations may result in disciplinary measures, up to and including dismissal.