



## Introduction and Scope of Application

### Preamble

Zipper-Technik GmbH (hereinafter called “**Zipper-Technik**”) ranks among the leading manufacturers of innovative and professional solutions for heat protection, cable protection tubing, E.M.I. shielding, insulation, and bracket systems.

Tolerance, trustworthiness, transparency, and responsibility as well as loyalty and fairness are the core values of our company. We are convinced that through sustainable management and action we create the essential prerequisites for the future viability of our company. This present code of conduct presents the scope of action for our employees and embodies the structure of our corporate values.

### Scope of Application

The principles of this code of conduct are mandatory for our company at its Neu-Isenburg location. They are valid for all employees, including executives and management, contract workers, part-time employees, student assistants and interns at Zipper-Technik.

## Compliance

### Adherence to Law

We are committed to keeping the respectively valid laws and to following internationally acknowledged standards and principles.

### Corruption, Blackmail, and Bribery

Zipper-Technik expressly speaks out against any type of corruption, blackmail, or bribery. Our employees comply with valid anti-corruption and anti-bribery laws.

### Antitrust Law and Competition Law

Zipper-Technik and its employees pay attention to keeping all business practices in compliance with valid antitrust and competition laws.

### Data Protection and Privacy, Confidentiality, and Disclosure of Information

We take the greatest care to observe and protect company and business secrets. Confidential and personal data are not disclosed to unauthorised third parties. Zipper-Technik complies with the legal framework requirements for proper accounting and financial reporting. Transparency and correctness are of paramount importance for us.

### Conflicts of Interest

We expect our employees to act in the best interest of our company. Private interests and personal considerations do not influence any business decisions. Zipper-Technik as well as our business partners prevent any action or situation which might lead to a conflict between the private interests of an employee or business partner and the business interests of Zipper-Technik.



## Working Conditions

### Occupational Safety and Health Protection

The safety, health, and wellbeing of our employees are of particular concern for us. With the aim of preventing accidents and damage to health, we provide for a safe and healthy working environment. All employees are actively involved in our measures, and at the same time we expect our employees to act and behave responsibly.

### Wages, Social Benefits, and Working Time

Zipper-Technik grants its employees appropriate wages and social benefits and undertakes to adhere to working times as per the respective applicable laws.

### Freedom of Association and Assembly

Zipper-Technik grants its employees freedom of association and assembly in compliance with the respective applicable laws.

### Cooperation

All employees contribute to a corporate culture that is characterised by fair and respectful collaboration. Tolerance and trusting daily cooperation are part of the core convictions of our management and our employees.

## Social

### Human Rights

Zipper-Technik and its employees respect human rights irrespective of nationality, place of residence, national or ethnic origin, race, ideology, religion, sexual identity, handicaps or any other status, and pledge to abide by those rights.

### Slavery, Child Labour, Forced Labour

We reject any form of slavery or child or forced labour within the company or at our business partners, and we commit ourselves to protecting young employees with regard to prohibited employment below the statutory minimum age.

### Discrimination

We expressly speak out against any form of discrimination or harassment.



## Environment

### Environmental Protection and Sustainability

Workplace safety and the safety of our products are elementary principles for us. Environmental protection is an important part of our activities and is directed towards all interested parties with the aim of continuously improving operational environmental protection and environmental performance.

This includes mitigating and adjusting to climate change and protecting biodiversity and the ecosystem. These goals will be achieved by using all resources in an economical and sustainable manner.

We pledge to comply with all binding obligations with regard to environmental protection and energy management.

Moreover, we involve our employees and business partners as well as interested third parties in our striving for improved environmental protection and on the conservation of natural resources. In developing our products and production processes, we take into account the product risks and potential environmental impact.

## Final Provisions

### Handling of Leads, and Sanctions

Compliance with these principles is our top priority, and we expect our employees to act responsibly in accordance with this code of conduct.

Justified cases of suspicion and infringements of this code of conduct or any other irregularities within the company can be reported by our employees to the respective supervisors or directly to the management. Depending on the severity of the violation, we reserve the right to take legal and disciplinary action.

Neu-Isenburg, 25 March 2020

Frank Reußwig  
*Managing Director*

Jörg Eberhard  
*Managing Director*

Christian Hopp  
*Quality Manager, Integrated  
Management System (IMS)*