

STS Spezial-Transformatoren-Stockach GmbH & Co. KG  
Am Krottenbühl 1  
78333 Stockach  
Deutschland / Germany

## 1. SCOPE OF APPLICATION

This Code of Conduct underlines our commitment to comply with applicable laws and our social responsibility. Our values are applied in dealing both with each other and with our business partners.

## 2. COMPLIANCE WITH THE LAW

We consider compliance with and observance of applicable law to be a matter of course and make it obligatory for all employees within the scope of their work.

## 3. HUMAN RIGHTS

We are committed to the observance and promotion of human rights.

## 4. CHILD AND FORCED LABOUR

We strictly reject all forms of child and forced labour in our company and at our business partners.

## 5. NON-DISCRIMINATION PRINCIPLE

The equal treatment of all persons irrespective of their ethnic or social origin, colour, religion, nationality, political opinion, gender, sexual orientation, age or disability is guaranteed.

## 6. CORRUPTION AND BRIBERY

We do not tolerate any corrupt practices of our employees or business partners. Participation in any form of bribery or corruption is strictly prohibited.

## 7. REMUNERATION

We ensure adequate remuneration and comply with applicable law and regulations.

## 8. WORKING HOURS

The current regulations on maximum working hours and the granting of recreational leave are complied with.

## 9. OCCUPATIONAL HEALTH AND SAFETY

We guarantee occupational health and safety in accordance with the applicable regulations and support their continuous further development.

## 10. ENVIRONMENT

Maintaining an environment worth living in is an essential concern and an ongoing task for us. This applies in particular to the development of new products and the implementation of new production technologies. We expect and support environmentally conscious action from all our employees.

## 11. BUSINESS PARTNERS

The principles formulated represent the minimum requirements for our own actions. Similarly, we expect all our business partners to comply with ethical conduct.

## 12. COMPLIANCE

Compliance with these requirements is a permanent task for all executives. They must ensure in an appropriate manner that all our activities are conducted in accordance with this Code of Conduct and that violations are promptly detected and remedied.

## 13. CONFLICT OF INTEREST

We always ensure that an individual's interests do not conflict with those of the company.

## 14. VIOLATIONS

Violation of these principles will not be tolerated. Furthermore, we reserve the right to exclude business partners who demonstrably disregard the aforementioned principles.