



PRINCIPLES

Our Corporate Social Responsibility



We see ourselves as a leading technology provider for challenging processing tasks in many industries and as a company with a global presence. The philosophy of establishing a global reach and thus always being close to the customer has helped the EIRICH Group to secure itself a place in the most important economic regions around the world. A continuous review and adaptation of market and product strategies is essential for maintaining and expanding the

company's role as a global market leader and as the most important supplier in the industry. Only with innovative products and processes that offer customers a commercial benefit is it possible to protect this advantage. The presence in major markets must meet minimum standards in terms of sales, service, engineering and production – quality standards that largely mirror those of the company's main plant in Hardheim.

The foundation of further sales, service or production companies is linked to the size of the relevant market and the necessary closeness to the customer and is not dependent solely on production-related cost aspects. Long-term assurance of financial and commercial independence plays a particularly important role for EIRICH as a family-run company. All the companies in the group must contribute to this with a positive earnings performance.

Financial health stands above all other targets. All members of the group of companies are responsible for the financial independence of their company.

Every company is required to live off its own income.

Services within the Group are reimbursed to each other correspondingly. The main plant will not draw capital from affiliated companies that is required for their own development.

Financial reserves of affiliated companies can be deployed for the financing of other projects within the group of companies by mutual agreement. The EIRICH Group will ensure actively and in an ethically responsible manner that the code of conduct is followed. All employees in the EIRICH Group must support this code of conduct. Actions that cannot be reconciled with the code of conduct must be corrected immediately. Violations will be subject to appropriate disciplinary procedures.

We will ensure that these underlying principles are complied with.

Stephan Eirich

Ralf Rohmann

Managing Partners



VALUES

The foundations of our activities.



BEHAVIOR

When dealing with partners, customers and employees, we follow clear rules.



RESPONSIBILITY

When it comes to our companies, our employees, business partners, society in general and the world around us, we have major obligations.





For us, it goes without saying that we always follow all applicable laws and regulations everywhere in the world and also to bear social and societal responsibility. The members of the EIRICH Group are convinced that long-term commercial success cannot be achieved without complying with the guiding principles laid out here.

These – and the code of conduct set out below – shape our behavior toward our business partners and employees. Within the scope of their working activities, the employees in the EIRICH Group are obliged to comply with applicable laws and ethical standards.

VALUES



Pioneers

This strategy of the EIRICH Group defines how we operate. All activities are shaped by the following values in particular:

Open and honest

We communicate positively, critically and transparently to help us keep developing. Mutual understanding is very important to us and something we take for granted.

Reliable

We work independently and take responsibility for what we do. We make sure that commitments are met and that we do what we say we are going to do. We support each other and work hand-in-hand in all areas.

Aware of conflicts

We recognize conflicts and deal with them actively, objectively and always in keeping with our values.

Committed

We meet our commitments and deliver on our agreements. We are true to our word.

Decision-oriented

We make decisions based on constructive discussions and meetings that offer space for different perspectives to be considered.

Trusting

We trust each other. This is the basis for our success.

Respectful

We behave in a manner that is appreciative. This is reflected in how we interact with employees and line managers and is also apparent in our dealings with business partners.

Positive

We are characterized by an open, friendly and broad-minded approach to our business partners and employees.

Consistent and resolute

We implement decisions with a focus on goals and a commitment to deliver.

Solution-driven

We find matching solutions for a wide range of different challenges and requirements. Our motivation is the success and satisfaction of our customers.

Challenging and supportive

We place great value on the development of our employees and their capabilities, as well as on the motivation of our employees and the nurturing of talented people. We establish strong teams that drive forward the development of the company.



BEHAVIOR



Our rules for senior management

They are responsible for the outputs and results in their area

Together with the team and/or the employees, they agree targets within their area of responsibility based on corporate objectives and accompany the target achievement process. They highlight the contributions made by the area / department / team to the whole and make internal interdependencies transparent. They design the processes in their area of responsibility and continuously optimize them. They control the factors that influence costs and sales within their area and raise awareness among employees for these factors.

They deploy employees based on their strengths, challenge them and support them

They accept their employees exactly how they are. They understand their strengths and development potential. They deploy the employees based on their strengths. Challenging tasks and increased responsibility are transferred to take full advantage of these strengths. They coordinate with the employees to improve their qualifications and competence with the aid of systematic development measures.

They are open to change

They initiate changes and play an active role in designing the changes. They get employees on board for changes, get them involved and transfer responsibility to them in the change management process. They make employees active stakeholders in the change process and support them during change projects. They promote self-initiative on the part of employees. They recognize diversity as an opportunity.

They are responsible for their decisions

They take decisions in line with corporate objectives, taking into account the specific circumstances of the situation. They make decisions in a transparent and comprehensible manner. They rigorously put decisions into action.

They generate trust

They meet employees with appreciation and respect. They act fairly, transparently and reliably. They take notice of conflicts early on, prevent them from escalating and help solve them in a constructive manner for all involved. They specifically promote and cultivate cooperation within and

between the different areas of responsibility. They regularly provide feedback for employees.

They shape the culture of information and discussion

They inform employees in a timely manner and keep them constantly informed about all relevant events (regular communication). They support employees in their tasks by providing them with information. They set up and schedule discussions/meetings on a target/results-oriented basis and within an appropriate time frame. They communicate in an appreciative manner, even in cases of differences of opinion or conflicts. They are a reliable contact person and a role model for employees.



Our dealings with each other

Mutual respect, responsibility and teamwork define our behavior. Openness and honesty are part of our culture. Every employee has an obligation to help expand and nurture these behaviors.

Discrimination

All applicable statutory provisions that prohibit discrimination during hiring and employment on the grounds of race, religion, age, nationality, color, gender, sexual orientation, physical abilities, state of health, political views, creed or other forms of differentiation prohibited by law shall be complied with.

Respecting human rights

Every employee is obliged to comply with the standards for ethical behavior and to comply with all applicable national and international laws. Every employee must act fairly, respectfully and in a trustworthy manner during all activities and in all business relationships and must preserve and promote the reputation and standing of the EIRICH Group. Every employee is obliged to respect human rights. No forms of discrimination are permitted.

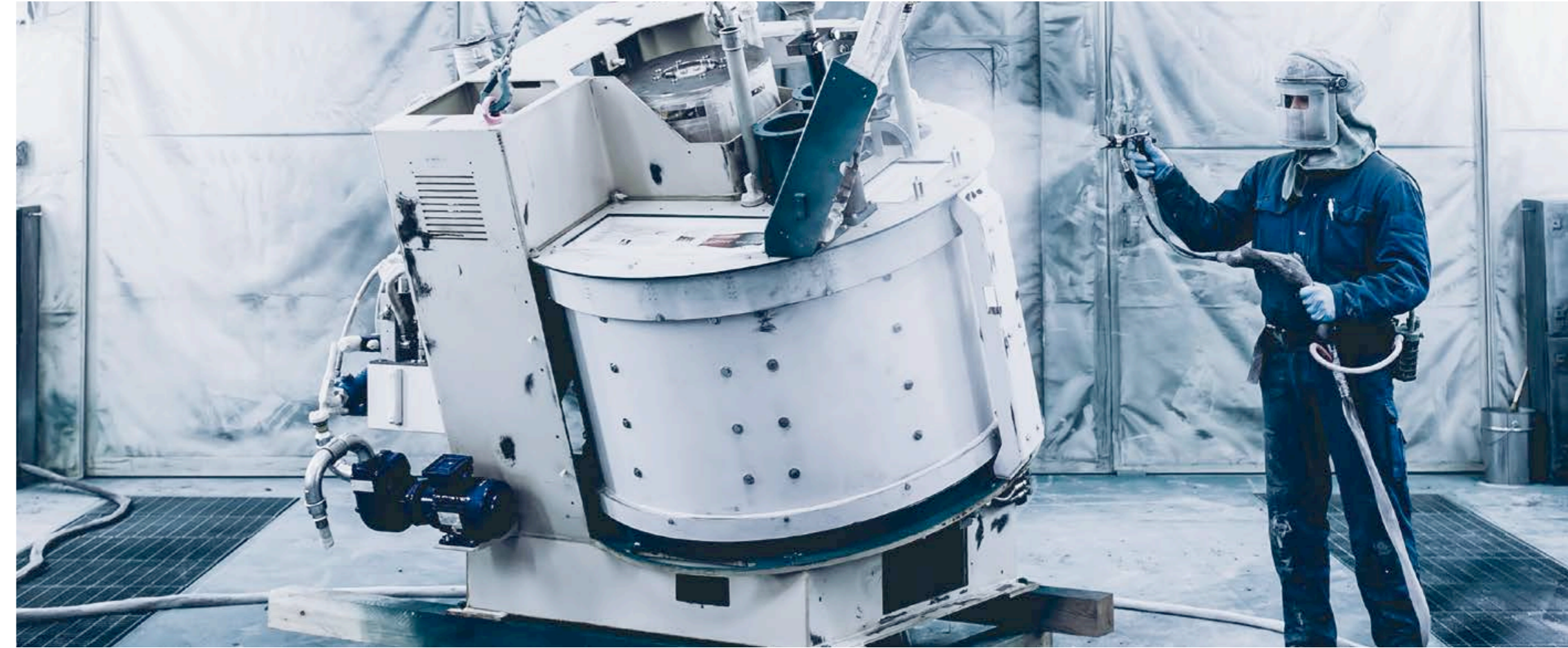
Conflicts of interest

Employees of the EIRICH Group have a duty to avoid activities that might lead to a conflict of interest. Orders placed with persons who are close to the orderer or with companies in which persons who are close to the orderer work in key roles or in which they are substantially involved or for which they act as a negotiating partner require the approval of the management.

Dealing with intellectual property

Every employee must protect the company's assets against misuse and loss. Company assets must only be used for business purposes, unless private usage is expressly permitted. Every employee must also protect the intellectual property of the EIRICH Group, e.g. patents, trademarks or know-how, against attack or loss. Third-party intellectual property must be respected.





RESPONSIBILITY

Our commitments

COMPANY

No corruption

Corruption is rejected in all business dealings at home and abroad. We will reject business and the attainment of internal targets if they can only come about through infringements of laws. The following are prohibited in particular:

- Promising or granting personal or commercial favors or other advantages to domestic or foreign public officials in return for performing or failing to perform an official act.
- Offering, promising or granting personal or commercial favors or other advantages to members or representatives of companies.
- Having acts of corruption carried out by others, e.g. with the assistance of family members, friends, dealers/distributors, consultants or agents.
- Demanding or accepting personal or commercial favors or other advantages from business partners or their employees.

The above prohibitions do not extend to gifts or invitations in connection with business relationships with business partners that fall within the scope of normal business hospitality, customs and courtesy and do not infringe any applicable laws.

No child labor or forced labor

All forms of child labor and forced labor are prohibited, as

are working conditions and forms of treatment that violate international laws and customs.

EMPLOYEES

Work safety

Every employee is responsible for the protection of people and the environment in his or her working environment.

The corresponding laws and regulations relating to environmental protection, plant/equipment safety and occupational health and safety must be rigorously complied with. Every line manager is obliged to instruct, support and supervise his/her employees in their efforts to meet this responsibility.

Employee rights

We recognize and respect the statutory provisions, in particular the legal rights of employees relating to freedom of assembly and free collective bargaining.

Qualification

The education and training of employees is one of the key prerequisites for our long-term success as a technological pioneer in mechanical preparation technology.

Working Hours Act

All applicable laws, regulations and industry standards relating to working hours must be met. It is not permissible to demand of employees that they regularly work more than the legally specified framework of weekly hours. Statutory rest times must be complied with. Overtime is permissible by arrangement.

ENVIRONMENT

Environmental awareness

Protection of the environment plays a very important role for the EIRICH Group. Therefore we handle resources and harmful substances responsibly. This applies equally to our products and to our processes.

Waste handling

We follow the disposal guidelines that are prescribed by law. In the process, we are observing a transition from a pure waste disposal economy to a recycling economy.

It is our aim to conserve natural resources and to deal with waste in a sustainable manner. Here, long-term improvement of environmental and climate protection and resource efficiency play an important role.

Use of resources

It is our goal to reduce the negative impact of our use of resources to an ecologically and socially acceptable level. We pursue strategies for sustainable and efficient use of resources for both production and consumption. In addition, we take part in the transfer of knowledge and technology for sustainable and efficient materials handling.

PRODUCTS

Spreading of environmentally friendly technologies

Our products are also the link to the customer. It has always been our aspiration to develop products and technologies that solve our customers' problems. But this is not enough for us. Environmental awareness also helps shape our product design. We aim to translate this into our products by solving the challenges of our customers with environmentally-friendly technologies.

Conflict materials

As a medium-sized company, we source our raw materials, semifinished goods and components from well-known suppliers.

Export regulations

Foreign trade prohibitions and restrictions arise from the locally applicable law and serve overarching protection interests, particularly the peaceful coexistence of peoples, but e.g. also the protection of public order, protection of the environment and fauna or the protection of cultural goods and heritage. We make sure that these foreign trade prohibitions and restrictions are complied with. This relates also to compliance with the regulations for fighting against international terrorism, measures to prevent the proliferation and development of weapons of mass destruction and conventional weapons, as well as country-specific embargoes.

SOCIAL CONCERNS

Health care and prevention

For our tradition-conscious family company, our employees are the key to success. They are the ones who translate customer requirements into products and services and thus ensure the progress of the brand. We therefore care deeply about the health of our employees, and preventive measures to ensure their continued good health are a matter of course for us.

Social commitment

Targeted development of employees and support for continuous professional development up to education/training partnerships improve working conditions. Company celebrations, Christmas parties and joint visits to events are common practice, as is individual support for the activities of our employees. Through fundraising activities and sponsoring we have been supporting social projects, pre-school nurseries, schools and sports clubs in local towns and districts for years, both nationally and internationally.

BUSINESS PARTNERS

Suppliers

We offer regional and international suppliers fair competitive conditions based on mutual trust. Our procurement procedures for products and services are designed to be economically viable. The selection of our suppliers is made based on the criteria of quality, price, delivery times and reliable availability. Our purchasing policy is based on the valid regulations, laws and social norms and takes into account requirements relating to environmental protection, human rights and other socially important values.

Customers

Customers are at the center of what we do. They drive us to continuous innovation and improvement. All employees understand that customers are a partner for us – a partner who helps us as a company and as a group of companies to retain our existing market shares and expand them and move into new markets. This is why we aim not only to meet but ideally to surpass customer expectation during development and production. However, our strategy excludes supplying to companies who are directly linked to the defense industry.

LAWS AND REGULATIONS

Antitrust and unfair competition legislation

Antitrust laws are designed to safeguard and maintain free and undistorted competition in the interests of all market players. They prohibit agreements or arrangements between competitors that could restrain competition. The behavior of companies that dominate the market is also regulated.

Every employee is therefore obliged to comply with the applicable antitrust laws and all other laws that regulate competition.

Money laundering

The EIRICH Group will only work with serious business partners who operate within the bounds of legal regulations and who do not use illegal financial means. Contact the Finance Department early on if there is any doubt over the legitimacy of a financial transaction.

Information security/data protection

Business secrets and other sensitive information must be treated confidentially and protected against being divulged to unauthorized persons. This also applies to inventions and other, miscellaneous know-how. Employees who have access to business secrets and other sensitive information must not disclose it to third parties without due authorization or use said information for non-business-related purposes.

Business documents and data carriers must be protected against unauthorized third-party access. State-of-the-art security technologies must be used. Personal data must only be collected, used and stored in accordance with applicable data protection legislation.





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