



EUGSTER / FRISMAG

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# Our VALUES



The group of Eugster / Frismag AG (Eugster / Frismag) describes its values and factors in its success and defines them for all employees as a guideline for their conduct and actions.

The content will be adjusted if necessary and takes internal and external changes into account. This applies to the accompanying rules as well.

This version is dated April 2014

# Code of Conduct

## PARTNERS

We have a fundamental responsibility towards everyone we encounter as employees and trainees of the Eugster / Frismag Group.

We refer here to our customers and partners, the end users of our products, our suppliers, and the members of the organisations with whose support we provide our services.

We approach them with an attitude of respect and tolerance, and deploy our expertise to achieve joint success. This applies to a special degree to our employees as well.

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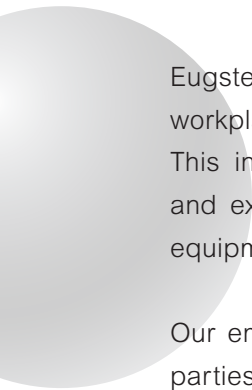


## EMPLOYEES

All employees are to be treated with the same consideration and respect of their personal dignity. They all have the same opportunities for personal and professional development. Their different professional and educational backgrounds, their differing abilities and the variety in their cultural and national backgrounds and experiences make an open working atmosphere possible. In the selection of job applicants, professional development and promotions, only performance on the job and the suitability of the person for the duties to be assumed are taken into consideration.

Eugster / Frismag will not, in hiring and employment, discriminate on the basis of race, skin colour, religious affiliation, sex, age, physical constitution, national origin, sexual preference, membership of political parties, membership in unions, medical examinations or marital status. Eugster / Frismag condemns every type of discrimination in the workplace, whether by employees, superiors or by third parties.

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Eugster / Frismag provides employees with safe and healthy workplaces and respects the applicable laws and regulations. This includes emergency preparedness with regular training and exercises in first aid, fire prevention, and the necessary equipment.

Our employees are prohibited from accepting gifts from third parties.



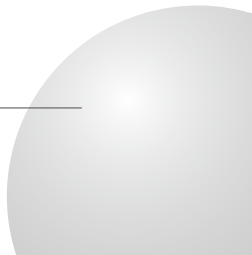
## MANAGEMENT

Our management policy allows us to obtain expertise with long-term relevance and use our resources and capacities efficiently. Our deeds support our words, as shown by our past experience and loyalty. We honour and take responsibility for agreements at every stage of our work processes, and do so in an exemplary manner.

Eugster / Frismag distances itself from all forms of bribery and corruption. We commit ourselves to following all ethical rules of the trade and all regulations that apply in the countries where our materials are procured or manufactured.

## CUSTOMERS

We support our customers with technological, social and process-oriented innovation and a high degree of customer orientation. We make every effort to be a dependable partner and to conduct ourselves in a respectful manner. We provide our customers with the best possible quality and contribute our market knowledge in order to bring profitable results. We attach importance to long-term partnerships due to our conviction that they represent the only path that leads to mutual benefits.





## **SUPPLIERS**

We also require our suppliers and partners to follow all applicable laws, regulations and instructions so that values such as human rights, workplace safety, health, and the environment as well as business integrity are held in high regard and that they act accordingly.

## **FINANCE**

We secure our independence by means of consistent cost-consciousness and careful risk assessment. We carry out our projects while maintaining focus on the desired result, market factors and our competition.

We are committed to cost-conscious thought and action, and are thus independent and financially liquid.

Long-term financial planning gives us the freedom to set our own course and guarantee low manufacturing costs.

## **PROCESSES**

We design our processes in a consistent manner and place focus on manufacturing based on value creation and sustainability. Our simple and effective processes, horizontally organized to include multiple departments (development, order fulfilment, support), make us a reliable market partner.

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## ENVIRONMENT

We are committed to ensuring our work processes are humane, environmentally friendly and legally compliant at all our locations. We take care to provide suitable workplaces and equipment, and avoid using consumables and components that are hazardous to human health. We make every effort to ensure that our supply chain is environmentally friendly.

## BINDING FORCE

The content of the Code of Conduct is binding for all employees and will be communicated including any changes.

### **Eugster / Frismag AG**

Supervisory Board, Management and Employees



## **Enclosed Rules of Procedure**

Personnel Handbook

Plant Regulations

General Terms of Purchase

Safety Handbook