

Code of Conduct



Respect, trust and a genuine sense of partnership

The Corporate Philosophy of **Jünger+Gräter** anchors firmly in our company's tradition. We foster values which, today, are not always a matter of implicitness: Fair competition, the careful handling of the resources available to us, protection of the environment and respect for each individual.

These values result in strict requirements both in terms of responsible corporate actions and the willingness of staff to accept responsibility. In this Code of Conduct, we describe what we expect of our own actions and conduct. It is assumed that all our business partners respect this code which equally applies to partners, management and staff.



A handwritten signature in black ink, appearing to read 'Markus Horn'. The signature is stylized and fluid, with a large loop at the end.

Markus Horn
CEO

This Code of Conduct is based on our Corporate Philosophy

"Respect, trust and a genuine sense of partnership."

Thanks to our expert know-how which we have developed over many decades, we are always able to offer superior added value to our customers. As such, our corporate philosophy is a core component of our company's tradition.

Customer proximity, expertise, reliability and sustainability are the pillars of joint success.

In providing our services, we focus firmly on the individual. After all, the only way to ensure our customers' long-term satisfaction is by providing highly qualified and motivated staff.

We have proven specialists working in all areas of our business. Our experts provide services of the highest possible quality. Thus we are able to guarantee the added value to our customers which they rightly expect from us.

This *philosophy* guides us in our day-to-day work

On the basis of our Corporate Philosophy, we commit ourselves to values which are no longer a matter of implicitness today:

- Fair competition
- Careful handling of the resources available to us
- Protection of our environment
- Respect for each individual

As a dedicated and committed partner, we are available to regional and national institutions at all times and allow social, humanitarian, sporting and cultural organisations to participate in our success. This is an undertaking to which we are more than happy to commit ourselves.

"People can rely in us to keep our promises!"

Business principles

Customers and other stakeholders perceive Jünger+Gräter as a reliable and reputable company which adheres to its obligations.

Jünger+Gräter strives to develop long-term business relations in order to create values and also offer secure jobs with good development potentialities.

Working with partners we communicate our **Code of Conduct** and take compliance thereto for granted.

LAWS, REGULATIONS AND INTERNATIONAL CONVENTIONS

We adhere to laws and international conventions. We respect and comply with competition rules, environmental legislation, labour law, the construction collective agreement, contracts and safety requirements as well as other specifications forming the framework of our business activities.

CONTRACTS

Jünger+Gräter acts candidly and honestly towards its business partners. We obey our agreements. Contracts will be observed. Our business partners will recognize that we create an important premise for rendering joint business ventures based on trust and reliability as successful as possible .

COMPETITION ISSUES

Jünger+Gräter will not tolerate any kind of price fixing, cartelization or the abuse of its leading market position and promotes correct and fair competition with respect to offers, tenders and purchases in all business areas.

CONFLICTS OF INTEREST

Staff at Jünger+Gräter are not permitted to participate in activities which could lead to a conflict of interest or to use contacts to business partners for their own benefit. This includes accepting personal gifts or services which exceed a total amount of € 50 per giver and per calendar year.

BRIBERY AND CORRUPTION

In connection with all types of business activities, staff are not permitted to secure or even to attempt to secure impermissible advantages for business partners, their staff or any other third party. This must be assumed if the type and scale of the advantage would be suitable to influence the actions and decisions of the receiving party in an undue manner. In particular we observe our business partners compliance regulations.

CONFIDENTIALITY

Corporate secrets as well as trade secrets shall be treated confidentially. This also applies to other information the nondisclosure of which is in the interest of Jünger+Gräter and its contractual partners. Such information must under no circumstances be forwarded to third parties without prior consent. This obligation shall continue to apply even after the employment of someone involved has ended.

DOCUMENTATION OF BUSINESS TRANSACTIONS

All business transactions must be documented in full and in accordance with the legal requirements as well as other stipulations of Jünger+Gräter.

HANDLING OF COMPANY PROPERTY

All staff are obliged to handle the property and assets of the company in an appropriate, economical and, in all respects, responsible as well as sustainable manner.



Labour law

Jünger+Gräter is committed to diversity and equal rights.

This means equal treatment and equal opportunities for all, regardless of ethnic or national origin, skin colour, gender, sexual orientation, religion, political values, nationality or social background.

Jünger+Gräter does not tolerate any kind of mental or physical punishment, threats of punishment, discrimination when filling vacancies and bullying sexual or other kinds of harassment at the place of work, forced labour and other forms of involuntary and unpaid work.

Jünger+Gräter advocates a healthy work-life balance and actively works to ensure this for its staff.

In all business areas and projects in which Jünger+Gräter is involved, a safe, healthy and hygienic working environment will be provided. It is our vision to reduce workplace accidents and personal injuries to zero.

The obligations towards staff which result from national laws and contracts on social security are both respected and complied with. Wages and salaries are suitable to satisfy legal requirements, applicable contracts and customary standards.

The Works Council is allowed to carry out its tasks. The cooperation between the management and the Works Council is constructive.

Environmental protection

The construction of complex industrial plants also presents an economical challenge for the investor. Before, during and after the realisation of such projects, Jünger+Gräter, in cooperation with the client, endeavours to ensure that the investment results in optimal value creation without neglecting the balance between personal and social interests or environmental aspects.

Jünger+Gräter initiates new ways of thinking and innovations which contribute to sustainable developments in the dialogue with its customers.

In all its activities Jünger+Gräter pursues the objectives of continuously minimising its impact on the climate, particularly in the fields of energy and transport. In doing so, it aims to comply with and indeed exceed the national and international regulations and agreements on the reduction of emissions into air, ground and water. Jünger+Gräter is persistently reducing the use of harmful substances in all its activities and guarantees the safe and ecologically friendly handling and disposal of waste. It furthermore contributes to increase recycling.

Compliance and control

RESPONSIBILITY OF STAFF AND THE COMPANY

The management and executives at all levels as well as individual employees are responsible for ensuring compliance to this Code of Conduct.

It is the duty of managers to ensure that both staff and business partners will be informed of the contents of this Code of Conduct and their individual obligation to comply with it.

Senior-Managers at Jünger+Gräter lead others by setting an example.

CONTROLS

The implementation of the Code of Conduct is continuously monitored within the framework of our business activities. There is a clearly defined procedure for staff who wish to report any breaches of this code to the top management level.

If one of our employees or business partners should seriously or repeatedly breach our guidelines the contract of employment or cooperation will be terminated.

Jünger+Gräter GmbH

Robert-Bosch-Straße 1
68723 Schwetzingen

GERMANY

Fon: +49 (0) 62 02 - 944 0

Fax: +49 (0) 62 02 - 944 194

CEO: Dipl.-Ing. Markus Horn

Registered at: Amtsgericht Mannheim

Register No.: HRB 420 545

