

Code of Conduct

Preamble

This code of conduct is a guide for Areus and all employees. It is directed towards senior management, managers, and all employees. It constitutes a standard that we set for ourselves to honour the values and principles it describes. It both demands and promotes responsible behaviour towards our business partners, customers, and fellow employees. As a standard and guideline for our daily business life, it forms part of our corporate culture. Each employee is an ambassador for it.

Duties of the corporate management

The corporate management is obliged to act economically and in a caring, environmentally aware way. Areus aspires to sustainable business development based on economic performance and entrepreneurial responsibility. We do justice to the various interests of our customers and business partners through our moral, fair, and honest behaviour. Our goal is to perform in an outstanding way both during our business activity and when it comes to ethical conduct. We conduct ourselves with honesty and observe all applicable legal regulations.

Herrenberg, 1st of January, 2022

Areus GmbH

The Management

Osama Dengler

Managing Director

Magdalena Bayer

Member of the Executive Board

COOPERATION

Team spirit, constructive teamwork

We constantly question existing solutions and develop new ideas that benefit our customers. When doing so, we encourage constructive teamwork by all our employees. Teamwork is the only way that we will be able to be successful in all of the different business segments.

Open communication with employees/customers

We do not gloss over misconduct. When employees report actual or presumed misconduct in good faith, we do not condone any attempts at intimidation or reprisals. Nor will we put up with malicious denunciation or vilification. By "reporting something in good faith", we mean that the employee reporting the matter honestly believes that their assertion is true. This applies regardless of whether a later investigation confirms the employee's version of events.

We deal with differences of opinion constructively, objectively, and with respect.

In the public sphere, we communicate respectfully and in the interests of the company, our customers, and our suppliers. Particularly in social networks and on digital communication platforms, we are aware that even minor issues can have serious consequences for those involved, and we carefully consider what we want to communicate there and how. Any communication that is racist, libellous, offensive, coarse, compromising, untrue, or harmful to others in any other way will not be tolerated and will be confronted head-on.

Handling internal knowledge

We ensure the fast and trouble-free exchange of information within the company. We do not withhold knowledge relevant to their tasks from our colleagues, nor do we falsify any information. Instead, we pass knowledge on correctly and completely unless - in exceptional cases - overriding interests such as confidentiality obligations prevent us from doing so.

Confidentiality

We treat trade and business secrets as confidential. We understand that our customers display a huge amount of trust in us when they hand over their business information and trade secrets. We treat such information sensitively and confidentially and do not pass it on to unauthorised parties without the customer's consent. We create required documents in the proper manner, keep them in a safe place, and hand them over or destroy them as appropriate at the end of the period of collaboration.

Data protection

We treat all personal data of our customers, business partners, and employees with the utmost care. This includes names, addresses, telephone numbers, dates of birth, and information about their present state of health. We protect our IT systems against the internal and external theft of data. We will report any deliberate or accidental infringements of IT security or data protection regulations and will remedy the situation as quickly as possible. To ensure this, we work constructively and in a relationship of trust with an external data protection officer and the data protection authorities.

Handling company property and assets

We treat manufactured products, used work equipment, company assets, and company intellectual property carefully and responsibly. We use company property only for company matters.

Customer orientation

We always behave fairly and honestly towards customers. We consistently shape our behaviour in line with their desires, needs, and expectations. Our primary goal is to enjoy long-term, stable relationships with our customers and business partners on a basis of trust and mutual appreciation.

Health and safety

The health and safety of our employees are equally important to the company as the quality of our products and our economic success. We promote safety and health protection in our working environment and observe regulations relating to occupational health and safety. Our managers, an external specialist in occupational safety, and internal safety officers support and instruct their team members/colleagues to ensure that they take this responsibility seriously.

Environmental protection

Protecting the environment and climate is an important matter for us. We use all natural resources such as energy, water, materials, and land sparingly, with care, and with an awareness of environmental concerns. Wherever possible, we avoid waste. We ensure that waste that cannot be avoided is recycled or disposed of in an environmentally aware way.

Work conditions and human rights

Human rights and rights of workers

We respect internationally recognised human rights and support their observance. We strongly oppose any kind of forced labour or child labour. We recognise the right of all employees to democratically form trade unions and employee councils in accordance with national regulations. We also recognise the right of all employees around the world to appropriate remuneration. Wages and other benefits are at least in line with national and local standards and/or the level of the national economic sectors/industries and regions.

Working hours

We comply with all applicable local laws regarding working hours, including overtime, rest breaks and paid holidays.

Conflicts of interest

We expect to act ethically when dealing with conflicts of interest. A conflict of interest exists when private activities or relationships could lead to or give the appearance that the work for Areus can no longer be carried out independently and objectively.

Relevant relationships that may lead to conflicts of interest include, for example, family relationships, partnerships with business partners and competitors, or shares in or investments in their companies.

Freedom of association and collective bargaining

We respect the right of our employees to join or not join a trade union or employee representative body of their choice without threat or intimidation. We recognise and respect the right to bargain collectively within the framework of applicable laws. Employees who serve as workers' representatives will not be disadvantaged or favoured in any way.

Equal opportunities and prohibition of discrimination – respect for employees

We see employee diversity as an asset and a major plus point. This is why Areus, by conviction, hires employees with different backgrounds and experience. We foster an atmosphere of respectful teamwork. Discrimination for whatever reason and, in particular, on the basis of skin colour, ethnicity, nationality, gender, religion or ideology, disability, age, or sexual identity will not be tolerated and will be strongly opposed. We hire and promote people on a non-discriminatory basis.

We do not tolerate the inappropriate treatment of employees, including emotional abuse, sexual harassment, bullying, or discrimination, whether by superiors, employees, or business partners.

Money laundering

Areus does not take part in money laundering either actively or passively. We are cautious if there is any doubt about the integrity of natural or legal persons with whom we might be entering into a contract. If our doubts cannot be allayed, Areus will refuse to enter into a business relationship with the person in question or will end a business relationship if one exists.

Bribery and corruption

Gifts and other benefits are permitted if they are customary in the business and there are no ethical objections. However, we do not demand gifts or any other personal advantages from customers, suppliers, or other business partners. In addition, we do not accept any gifts or benefits that might appear capable of influencing pending corporate decisions or that infringe upon the law or applicable regulations/guidelines.

Customs, export control and sanctions

In the spirit of responsible and ethical business practice, we always act in accordance with legal regulations and international conventions. In all regions and countries, we observe the applicable laws and regulations on export controls, sanctions and customs clearance. These do not only relate to the movement of goods. They can also have an impact, for example, on financial transactions, the use of technologies, purchasing or the hiring of personnel.

Observance of applicable law

Without exception, we observe applicable legislation. In particular, this relates to payment transactions and capital movements, the observance of economic embargoes, regulations pertaining to trade, import, and export control, and the prevention of the funding of terrorism. Areus also requires business partners to act accordingly. Areus will not enter into or will discontinue any business relationship with persons/companies who we suspect do not abide by the law. We work together with the authorities openly and cooperatively as required by law.

Fair competition

We are committed to fair competition and abide by all applicable laws and regulations. We do not enter into any agreements about prices, conditions, and strategies with competitors, suppliers, or other companies and traders that would undermine fair competition. We do not take part in anti-competitive boycotts.

Fiscal responsibility

Areus undertakes to observe all fiscal regulations and to refrain from concealing important information, illegally avoiding the payment of taxes, and obtaining unlawful tax advantages. We work cooperatively with the tax authorities in order to provide them with the legally required fiscal information.

Implementation and enforcement

The management and employees of Areus Engineering GmbH undertake to make every effort necessary in order to honour the principles and values described in this code of conduct.

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