

## Corporate values of Schött-Druckguß GmbH

As a specialist for consulting in the development, production, processing and distribution of aluminium die-cast products and the resulting assemblies, we have taken a leading position in terms of technology, quality and costs, taking into account environmental and energy aspects.

In addition to the valid mission statement of the SKS Group, the following corporate values and the Code of Conduct of Schött-Druckguß GmbH document our aspirations towards our customers, suppliers, business partners, employees and the public.

- **Tradition and willingness to change**  
As a family business, our actions are characterised by a long-term focus and the will to actively shape the necessary change.
- **Internationality with regional ties**  
As an internationally orientated company, we are aware of our responsibility and cultural diversity at all locations, and act in partnership and with social consideration.
- **Success-orientation and willingness to perform**  
We aspire to be among the best and are not satisfied with what we have achieved. This is reflected in the high motivation of every employee.
- **Commitment and responsibility**  
In our co-operation with business partners and within the company, we are reliable partners, take responsibility for our actions and stand by our agreements.
- **Reliability and honesty**  
Our co-operation is open and based on trust. Dignity and respect in our dealings with business partners and employees are a matter of course for us.

## Code of Conduct of Schött-Druckguß GmbH

We have formulated a code of conduct that is enshrined in our values and corporate objectives, as well as our management and employee principles.

This Code of Conduct is binding for all employees and must also be observed when selecting and commissioning suppliers. The Code of Conduct contains the binding rules of behaviour for all employees of Schött-Druckguß GmbH. It sets out the standards that the company applies to ethical behaviour in order to ensure mutual respect, honesty and fairness in dealings with colleagues and business partners. Any violation of these guidelines - irrespective of any sanctions provided for by law - will result in disciplinary consequences for our employees.

The Code, which applies at all Schött-Druckguß GmbH locations, takes into account the diverse cultures and values of our employees and is a commitment to the social responsibility of our globally orientated family business.

The principles of behaviour also define the requirements that we place specifically on our suppliers and sub-suppliers of goods and services with regard to their own responsibility for people and the environment.

- **Ethics**

We do not allow ourselves to be influenced by suppliers, customers or other interested parties through financial inducements or other conflicts of interest. Corruption is counteracted by our management monitoring and the self-image of our personal standards.

- **Human rights**

We respect human rights and promote their observance. The company supports that human rights based on accepted international laws and procedures are considered generally valid by employees. We do not accept torture or other degrading treatment.

- **Forced and child labour**

We reject all forms of forced and child labour in the company and among its business partners.

- **Discrimination and respect for others**

The diversity of our employees and business partners is crucial to the company's success as a global player. We are committed to diversity, equal opportunities, tolerance and compliance with anti-discrimination laws.

- **Remuneration and working hours**

We respect the right to appropriate remuneration. All employees receive remuneration commensurate with their work. The company complies with the applicable regulations on working hours worldwide.

- **Occupational health and safety**

The health and safety of our employees is a high priority at Schött-Druckguß. We therefore ensure a safe and healthy working environment and take the necessary preventative measures.

- **Data protection**

When using confidential data, we respect the protection of privacy and the security of business data and trade secrets. All our employees are obliged to protect these secrets and not to make them accessible to third parties in any unauthorised way. In doing so, we take into account the legal and contractual requirements and the latest state of the art. The

intellectual property of our company is our most valuable asset, which must be protected by all employees. We respect the intellectual property of others to the same extent.

- **Laws**  
Schött-Druckguß GmbH and all its employees comply with various national and international laws in the course of its business activities.
- **Fair competition**  
We are committed to fairness in our dealings with our business partners. We therefore support fair and undistorted competition in strict compliance with competition and antitrust law. Every employee is obliged to comply with the laws against money laundering and to report any suspicions of money laundering immediately.
- **Export - International trade**  
The relevant international agreements and national laws and regulations on the control of international trade and financial transactions, laws and regulations on import and export controls are a matter of course for us and are observed in our activities.
- **Environmental protection and resource conservation**  
The conservation of available resources, protection of the environment, proper disposal and recycling of materials and substances used are part of our corporate practice.
- **Complaints management**  
Employees have the right to lodge a complaint with the permanent complaints office if they feel that they have been disadvantaged by their employer, superiors, other employees or third parties in connection with their employment relationship. This complaints office can also be used by customers and suppliers. The permanent complaints office reports directly to the management.