

# Code of Conduct

January 1, 2021

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## Preface / Preamble

This present Code of Conduct brings together in one document the rules and principles that are important to us and which are binding for the Schneider group.

The Code of Conduct offers a guidance and builds the framework of how we want to work and communicate with each other. It applies to every employee of the Schneider group worldwide.

A respectful and cooperative relationship consistent with the law as well as a deliberate focus on the specific needs and requirements of all interested parties form the basis for our long-term corporate success.

Our actions as well as our behavior vis-à-vis our business partners and the public will be regulated by the Schneider group's Code of Conduct.

Herein, a guiding framework applies equally to employees, the management and the management board concerning the following topics:

- Social and ethical responsibility
- Fair competition
- Protection against corruption and bribery
- Trade Compliance
- Data Protection
- Equal treatment and anti-discrimination
- Confidentiality and protection of information
- Environment and climate protection
- Occupational safety

Bad Kreuznach, January 1, 2021

**Dr. Wolfgang Ullrich**  
*Managing Director*

**Gernot Häusler**  
*Chairman of the works council*

## **Social and ethical responsibility**

We respect the internationally recognized human rights and comply with them. We entirely reject any form of forced labor and child labor. We admit the right of all employees to form trade unions and employee representations on a democratic basis under national law. The right of an equitable remuneration is acknowledged for all employees. The remuneration and all other payments meet at least the respective national and local legal standards and the level of the national economic sectors/industries and regions.

## **Fair competition**

Respecting and ensuring a fair competition is a core element of our business operations. Any restrictions of competition by agreements with competitors on markets and conditions as well as any related practices are excluded from our business practice.

## **Protection against corruption and bribery**

The Schneider group is committed to a sustainable performance for its customers on the basis of the high quality of our products and services as well as of a customer-oriented management. In doing so we object to any corrupt conduct and any other unlawful activities. The stringent and transparent acceptance of contributions, presents, invitations and other comparable aspects by bodies and employees of our company is regulated on the basis of statutory requirements.

## **Trade Compliance**

Operating internationally, the Schneider group is active with customers and suppliers around the world. We have sales locations and production sites in Germany and in the US as well as representative offices in Asia. We follow and adhere to all relevant expert control and customs regulations which apply in countries where we have business activities. This is ensured by our export-control organization alongside our business policy. Cross-border trading is performed on the basis of applicable laws.

## **Equal treatment and anti-discrimination**

Having a culture of equal opportunity, mutual trust and mutual respect is highly important to us. We support equal opportunities and prohibit discrimination in the process of recruiting employees, promoting or granting education and training measures. All employees are treated equally, regardless of their gender, age, color, culture, ethnic origin, sexual identity, sexual orientation, handicap - taking into consideration his/her physical suitability for a certain work -, religion or ideology.

## Data Protection

It is imperative to comply with the applicable statutory data protection regulations for all our business activities as well as to responsibly handle any personal data. Thus, personal data are only collected, stored or processed as far as and as long as it is needed for business purposes and permitted by the law. At the same time we respect the required data protection measures as well as the rights of all interested parties.

## Confidentiality and protection of information

Protection of trade and company secrets is an absolutely crucial basis for our business operations. It is also the guarantee of our long term economic success. We use sensitive information in cross-media in our company accompanied by regular trainings of and instruction to our employees.

## Environment and climate protection

Sustainable environmental and climate protection as well as a resource efficiency are important to us. In the development of new products as well as in services and in the operation of our production lines we ensure that all environmental and climatic impacts are kept as low as possible and that our products contribute to the protection of the environment and of our climate. In doing so every employee bears responsibility to conserve natural resources and to contribute to protect our climate and environment by his/her individual behavior.

## Occupational safety

The safety and wellbeing of our employees, of all those participating in the value creation process and of all persons affected by our services and performance are important to us. The company is committed to comply with all standards, provisions and laws for operational safety. We guarantee compliance with external and internal policies and guidelines in our company as well as in all supporting value-added processes through preventive maintenance and by the application of defined standards and routine processes.