



The Code of Conduct – we act responsibly!

Content

- 1 Introduction
- 2 General rules of conduct
- 3 Compliance with legal requirements
- 4 Relations with business partners and employees/colleagues

Date	Autor
2018-03-20	HHA

Date	Approved by:
2018-03-20	SLT

Revision-No
01

Page
1/4

1 Introduction

The Code of Conduct aims to make all Angst+Pfister Group employees aware of applicable legal requirements and to commit them to ethically correct conduct. The Code sets a minimum standard, but does not regulate all conceivable situations and facts.

International procurement and cooperation with production partners is an essential part of Angst+Pfister's 95-year company history. It repeatedly leads to creative solutions and outstanding innovations in cooperation with our partners. Our success is based on the strong traditional values of a Swiss family business. Angst+Pfister's proven reputation and first-class brand image represent decisive competitive advantages.

For this reason, the Angst+Pfister Group must not only comply with local laws and regulations, but also seek business relationships with all partners based on trust and honesty.

As a leading supplier and solutions partner for industrial components, we must set standards in the market with our ethical principles. Both our employees and our suppliers are committed to adhering to our defined ethical principles and professional standards. The Code of Conduct applies to all Angst+Pfister Group employees. Managers have an important role model function.

Date	Autor
2018-03-20	HHA

Date	Approved by:
2018-03-20	SLT

Revision-No
01

Page
2/4

2 General rules of conduct

Our Ethical Principles & Professional Standards

Responsibility

We take responsibility for our actions and fulfil our obligations towards our stakeholders.

Compliance with Laws and Regulations

We expect our employees and suppliers to comply with all locally applicable laws, guidelines and regulations.

Sustainability

We act on a long-term basis and are committed to ecological and social sustainability.

Respect

We treat our employees and suppliers with respect and fairness.

Trust

We want to act professionally and ethically.

Commitment

We greatly appreciate the commitment of our employees and create a working environment in which we can attract and retain qualified employees.

Confidentiality

Confidential information will also be treated as such. We do not disclose any non-public information unless we are required to do so by law.

Service and Excellence

We want to be a proactive, reliable partner for our customers, who strives for innovation.

Risk Culture

Our business is based on a disciplined and sensible approach to risks and sustainable plans that protect both our company and our customers.

Transparency

We maintain a constructive, transparent and open dialogue with our stakeholders.

Environment

We pay attention to a conscious and careful use of natural resources and avoid excessive ecological pollution of the environment.

Date	Autor
2018-03-20	HHA

Date	Approved by:
2018-03-20	SLT

Revision-No
01

Page
3/4

3 Compliance with legal requirements

3.1 Data protection and confidentiality

We treat data from customers, employees and business partners with the utmost care and discretion. The processing and passing on takes place only in the context of the legal regulations and the internal regulations. Confidential information and business secrets may not be disclosed to third parties.

3.2 Bribery and Corruption

We do not tolerate bribery or corruption. Gifts or advantages intended to obtain an unlawful advantage may not be given or offered, directly or indirectly, to public or private function and decision-makers.

4 Relations with customers, business partners and employees

4.1 Complaint Management

We take complaints from customers and business partners seriously and process them quickly and fairly. We make sure that equal cases are treated equally.

4.2 Personal and health protection, compliance with labour law requirements, co-determination

We protect and respect the personality and health of our employees. We comply with labour law regulations and offer legally sound employment contracts and working conditions.

The opinion of our employees is important to us and always welcome. Employee participation is supported, among other things, by the CIP team as an idea management system.

Date	Autor
2018-03-20	HHA

Date	Approved by:
2018-03-20	SLT

Revision-No
01

Page
4/4