

CODE OF CONDUCT



BINDER
www.binder-Industrieanlagenbau.com

FOREWORD

Action based on responsibility and respect forms the elementary foundation of our company culture.

We declare our dedication to fair, transparent, and honest competition and performance. Our good name counts as our most valuable asset, and it must be protected.

Our code of conduct applies to all employees and the management. It includes important guidelines and basic principles for behaviour conforming to moral values and laws. In every situation, we expect action that is ethically unobjectionable and integrity from all of our employees and from our business partners. High standards are required for sustainably successful business relations.

Please make your contribution so that BINDER Industrieanlagenbau GesmbH can meet its obligations. Integrity in your action is an important basis for all of our activities - it's up to us!



Ing. Hermann Binder

Company manager



Ing. Horst Binder

Company manager



Margit Hochsteiger

Compliance

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Responsibility, respect, and integrity

Our daily actions are characterised by our values and the desire to meet the highest standards. This applies both to our services and the quality of our work as well as with regard to our company's philosophy, reliability, and integrity.

We show responsibility by always holding ourselves up to the highest ethical standards, avoiding conflicts of interest, and carefully selecting our business partners. Through our reliability and principles, we accept responsibility vis-a-vis society.

The success of our customer is a requirement for the success of BINDER. We place value on mutual respect, maintain open communication, and therefore protect the assets of the company.

Integrity accompanies always our business activities. We work honestly and transparently, declare our dedication to fair competition, operate correctly and based on values, and act with conviction.

Responsibility, respect, and integrity are therefore our supporting pillars in our activities with our business partners, our employees, and with the entire sector around BINDER – It's up to us!

OUR GUIDELINES

- We accept responsibility and uphold every law
- We act ethically, respectfully, and with integrity
- We protect our company and its good name
- We always work in harmony with our internal directives
- We choose our business partners carefully
- We stand for fair and transparent competition
- We appreciate and respect business secrets
- We do not tolerate compliance violations

Laws and directives

Adherence to legal regulations is important to us. Please understand that every legal violation can have severe consequences for you and for our company. Not only is there a threat of penal or financial punishments, the reputation of our company also suffers.

Laws, ordinances, and directives have the basic objective of balancing the interests of all those involved and ensuring order and security in our lives.

We therefore place value on unlimited respect for human rights, labour standards, safety laws, health and environmental protection, copyright and competition laws, and corporate, accounting, and money laundering laws and any possible anti-corruption provisions.

It is our responsibility, but also the responsibility of each individual, for us to inform ourselves regarding authoritative regulations and to adhere to these.

We operate in a way that protects our company in harmony with all relevant legal provisions, and we follow our code of conduct and the company's internal directives with "understanding in our hearts and minds".

Fair competition

The basis of a functioning, free-market economy is the competition system. This is protected and promoted by competition laws. We stand for fair competition and treat our business partners equally.

Our actions correspond with all competition regulations, but especially those of anti-trust and public procurement laws.

We are a reliable, honest, and fair partner for our business partners, and customers, suppliers, and competitors are treated with respect and transparency.

We do not make any agreements with business partners to coordinate prices, products, markets, or to distribute customers. We do not exchange information regarding current or future prices, margins, costs, sales conditions, strategic plans, or other sensitive data with competitors, either directly or indirectly.

We do not make any illegal agreements and also do not participate in such agreements. We refrain from any behaviour that could even seem to appear like an illegal agreement.

We stand for fair competition: It's up to us!

Gifts, bribes, and corruption

Business decisions may not be influenced by gifts, invitations, or the assumption of costs. Bribery and corruption are a "no go" for us!

We want to achieve our business success exclusively via our excellent quality and consistent work. We do not in any way want to expose ourselves to the accusation that decisions other than our performance might play a role.

Favours like gifts, invitations, assumption of costs, or payments will not be offered, requested, or accepted if these do not possess a low monetary value and if it can be assumed from an objective standpoint that they serve to influence a business decision.

We do not pay bribes and strictly reject every form of bribery and corruption. When interacting with holders of public office or political parties, no advantages may be offered, promised, or guaranteed.

We also observe all provisions regarding money laundering and will report the slightest suspicion to our compliance office to pass on to the responsible authorities.

We do not tolerate any violation of these guidelines and therefore make a significant contribution to the maintenance of the basic principles of a freely functioning market economy.

Responsibility and conflicts of interest

Conflicts of interest endanger the company! We avoid situations that could place personal relationships or financial interests in conflict with the values of BINDER or that could even seem to be a conflict of interest!

For example, possible conflicts of interest could occur due to close personal relationships, due to family members, due to business activities or additional employment outside of BINDER or within the scope of shareholder relationships or investments with other companies that have a business relationship with BINDER.

Existing or potential conflicts of interest must be disclosed; discuss this with your compliance office!

Selecting business partners

Business partners are important to us; they are critical to our success and the good name of our company.

For this reason, careful selection of business partners who share our basic values of responsibility, respect, and integrity in their own business activities is important to us. We only want to work with business partners who uphold the law, act fairly, and do not have any tolerance for bribery and corruption.

Business secrets and company materials

Confidential information, intellectual property, and know-how are important assets of a company that deserve protection.

We respect the operating and business secrets of other company and persons and do not use dishonest means to acquire or disclose confidential information.

We protect our business secrets and information and mark these accordingly when we expect confidentiality.

We treat company materials with care and only use these privately when this is explicitly planned. We also think economically and carefully with regard to our assets. We use our information systems professionally and efficiently and administer these with order and responsibility.

Health and safety

We consider the health and safety of our employees and the sustainable treatment of our environment an obligation! You should be aware of all of the important security provisions and report dangerous circumstances immediately.

QUESTIONS, INCORRECT BEHAVIOUR, AND CONSEQUENCES

You have now read this code of conduct and have made yourself familiar with the principles of BINDER.

It is your responsibility to contact the compliance office in case of open questions and ambiguities.

If you suspect or discover that someone is acting in violation of the code of conduct or the law, then we expect you to report this to your compliance office or directly to your supervisor. We guarantee you confidentiality!

We do not tolerate violations and if warranted, we shall make sure that the corresponding actions are taken. These measures shall be applied regardless of function or position within the company and may be relevant within the context of labour, civil, or penal code laws.

For this reason: It's up to us!

Responsibility, respect, and integrity: We live according to these principles and therefore make a sustainable contribution to our company and our society. We are all a part of BINDER. Please show conviction for your responsibilities and respect for our values, and declare your commitment to comprehensive integrity!



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