

# Code of Ethics | SMB

## Goal

SMB Industrieanlagenbau GmbH has adopted this Code of Ethics in order to ensure fair and ethically correct business conduct in all areas.

Through honest and non-offensive conduct, we aim to develop trust in personal and business relationships and to ensure that in the course of our work we do not unduly favour or discriminate against anyone.

This Code aims to help us to set an example for all our business partners and employees with an attitude of respect and mutual trust, and also to enable us to expect the same from them.

## Employees and Owners

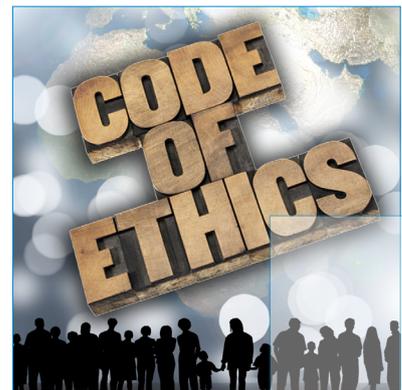
We want to live the performance principle but also maintain the limits to mutual exploitation. In particular, we strive to prevent discrimination of employees based on gender, race, disability, ethnic or cultural origin, religion or ideology, age or sexual orientation.

Employees commit to avoiding any attempts at bribery and to reporting specific attempts immediately.

Owners commit to only maintaining personal business relationships with the company or associated companies for the benefit of the company and at fair and arm's-length conditions.

We prevent attempts at fraud through clear work processes and rules. Attempts at fraud and fraudulent actions that are actually uncovered, as well as complicity (including breach of the reporting obligation) by all employees will in all cases be prosecuted under criminal law.

We do not tolerate any immoral actions and will rigorously prosecute them.





## Customers, Suppliers

We focus our relationships on partners who comply with the following aspects:

- Guarantee suitable health and safety standards that have been introduced
- Facilitate a honest negotiation of quality, scope of performance and price
- Reject forced labour; comply with the regulations of the United Nations on human and children's rights and adhere to the prohibition of child labour
- Compliance with statutory anti-corruption provisions and standards of integrity
- Meet environmentally and socially responsible standards
- Compensate the work of their employees with fair employment contracts

All employees are urged to make in-house reports on breaches of the Code to the management immediately. All employees commit to this Code and actively contribute to implementing it.



Thomas Pein



Reinhard Rinofner

Hart bei Graz, February 2018

All references to persons are to be seen as gender-neutral.

