



CODE OF CONDUCT

FIBER PROFIL

(06/2017) Rev. 0

Table of content

CODE OF CONDUCT	1
1. Business principles	3
⇒ Compliance with laws and regulations.....	3
⇒ Product and service quality.....	3
⇒ Fair competition and compliance with anti-trust legislation.....	3
⇒ Transparency and openness.....	3
⇒ Intellectual property and company assets.....	3
⇒ Rejection of corruption and bribery.....	4
⇒ Responsible supply chain.....	4
2. People and society	4
⇒ Human rights.....	4
⇒ Equal opportunities and non-discrimination.....	4
⇒ Respectful and harassment-free work environment.....	4
⇒ Health, safety, and wellbeing at work.....	5
3. Environmental responsibility	5
⇒ Environmental management.....	5
⇒ Sustainable products and services.....	5

Fiber Profil's Code of Conduct is a set of rules that define the morals and ethics, responsibilities, and proper practices for every one of us – as individuals, teams, and as a company.

1. Business principles

⇒ **Compliance with laws and regulations**

We are committed to adhere to all applicable regional, national and international laws and regulations.

We expect our suppliers to fully comply with all applicable laws and regulations.

⇒ **Product and service quality**

We always attempt to deliver the quality we have promised, as we are committed to the continuous improvement of the quality and reliability of our products and services.

We also expect a high level of quality in our internal work and interaction with our co-workers.

⇒ **Fair competition and compliance with anti-trust legislation**

We support the fair competition and free markets, and thus we refuse to enter into discussions or agreements with competitors concerning pricing, market share, or other similar activities.

We do not become involved in business relationships that may lead to conflicts of interest.

⇒ **Transparency and openness**

We provide our stakeholders with information on our status and performance simultaneously and equally, transparently and openly, without preference or favor for any group or individual, and in compliance with the law, the rules and regulations of the stock exchange, and the accepted practices of the equity and debt capital markets.

We promote a culture of transparency and openness in the way we work.

⇒ **Intellectual property and company assets**

Fiber Profil value the creation and protection of knowledge and intellectual property. We act to safeguard Fiber Profil's intellectual property and do not allow unauthorized access to it.

We respect the intellectual property held by other parties and do not try to obtain it by illegal means.

We encourage and support employee commitment, efforts, and contribution to increase our intellectual property.

We safeguard confidential information, information systems, and technology, as well as Fiber Profil's physical assets, from loss, theft and misuse.

We use electronic communication technology responsibly and professionally.

⇒ **Rejection of corruption and bribery**

We have a zero-tolerance approach towards all forms of corruption and bribery. We are committed to conducting our activities in accordance with all applicable anti-corruption laws.

We do not do business with consultants, agents, suppliers, or any other partners who do not fully comply with anti-bribery laws and regulations.

⇒ **Responsible supply chain**

We expect our suppliers and contractors to demonstrate high ethical standards and comply with our Sustainable Supply Chain Policy.

We actively monitor our suppliers' compliance with sustainability.

We strive to minimize the environmental footprint of our value chain together with our suppliers.

2. People and society

⇒ **Human rights**

We support and respect the protection of human rights as expressed in the United Nations Declaration of Human Rights.

We do not use child labor or engage subcontractors or suppliers that do so.

⇒ **Equal opportunities and non-discrimination**

We promote equal opportunities, diversity and inclusion.

We select and appoint employees based on their personal qualifications and skills for the job.

We do not engage in or support discrimination in any of our management or human resources practices, regardless of gender, age, race, religion or beliefs, ethnic or national origin, marital/civil partnership status, sexuality, or disability.

We appreciate diversity in our employees' background, talent, insight, education and experience, and we believe this contributes to our success.

⇒ **Respectful and harassment-free work environment**

We value teamwork as an important part of our organization's success. In working together, we will treat each other with respect, courtesy and fairness.

We safeguard our right to work in an environment free from harassment.

We do not tolerate any conduct by any employee or person associated with our business activities that harasses, threatens, disrupts, or interferes with another person's work performance or creates an intimidating, offensive, abusive, or hostile work environment.

⇒ **Health, safety, and wellbeing at work**

We are committed to providing a safe, healthy, and well-managed working environment and focus on continuously improving safe systems of work while eliminating hazards in accordance with best practice.

We believe workplace incidents, injuries, and illnesses are preventable and can be eliminated. Our goal is zero harm.

We expect our personnel to take responsibility for our own safety and the safety of their co-workers.

3. Environmental responsibility

⇒ **Environmental management**

We are committed to managing our production in an environmentally responsible manner.

We focus on continuously improving the efficiency of our operations while reducing our environmental impact in accordance with best practice.

We act as responsible citizens and stewards by complying with environmental laws and regulations, and we expect our suppliers and contractors to do the same.

We establish and adhere to environmentally sound policies and practices in product design, engineering, and manufacturing.

⇒ **Sustainable products and services**

We are committed to providing our customers with products and services that are safe and reliable.

We strive to actively recognize our customers' needs and increase production efficiency and occupational safety, widen the raw material base, enhance the quality and sustainability of end products, and develop totally new innovations.

We continuously improve the energy efficiency of our solutions in our technology centers.

We encourage all our personnel to participate to innovate and find ways to reduce the environmental impact of our products and services.