

CODE OF CONDUCT

TRIPAN Leichtbauteile GmbH & Co KG

TRIPAN
LEICHTBAUTEILE

1 PREAMBLE

- 1.1 Tripan and its employees are aware of their social responsibility as a company. Business activities have an impact on people and the environment and, conversely, social and environmental factors have a significant influence on the company's success. Tripan's management and employees are aware of these circumstances and take these factors into account as a basis for decision-making in the interests of Tripan.
- 1.2 For this reason, Tripan's actions are based on high standards that business and cooperation partners can rely on nationally and internationally. The main guidelines and principles that the management and all employees of Tripan base their actions on are the following:
- compliance with all applicable laws, including the International Charter on Human Rights, foreign trade and customs law, tax law and other customary standards and norms;
 - occupational health and safety as well as equal treatment;
 - climate and environmental protection;
 - avoidance of conflicts of interest;
 - fair competition;
 - prevention of money laundering;
 - data protection;
 - protection of one's own company.
- 1.3 Tripan's economic success is directly dependent on the high demands placed on its own product quality. The basis for this is careful quality management and the constant development of products. Tripan's employees work on the continuous improvement and expansion of the product range. Tripan manufactures its products according to the specific specifications of its customers for different areas of application worldwide. Our customers assume responsibility for ensuring that the specifications correspond to their respective ideas and requirements for the products as well as to the applicable standards and laws. Tripan's long-term business success also depends to a large extent on the protection of its own intellectual property, data and information as well as business assets against third parties. Cooperation and business partners must therefore keep disclosed information and data, in particular business and trade secrets, technical and economic data, strictly confidential and - just like Tripan itself - take sufficient measures to keep such information secret.

2 RESPONSIBILITY TOWARDS EMPLOYEES, SOCIETY AND THE ENVIRONMENT

- 2.1 Tripan ensures compliance with applicable national laws and standards on health and safety at work. Tripan offers its employees a healthy and safe working environment and ensures that risks for employees are addressed through measures to prevent accidents and other hazards as far as possible. Improving working conditions and the working environment is a constant concern of Tripan, which is always pursued. The corporate culture at Tripan is characterized by mutual respect, which is why harassment or discrimination in any form based on gender, descent, race, language, homeland and origin, faith, religious or political views is resolutely opposed.
- 2.2 Tripan also expects its suppliers to comply with applicable national laws, particularly those relating to health and safety at work, in order to ensure a safe working environment for employees.
- 2.3 The company is aware of its social responsibility and Tripan assumes this responsibility within its sphere of influence. The company's self-image therefore includes in particular the support of human rights, the promotion of equal opportunities, the prevention of corruption in the national and international environment and the implementation of measures to prevent money laundering and terrorist financing. The granting of donations is part of Tripan's social responsibility and is always voluntary, transparent and completely independent and detached from the company's own interests.
- 2.4 Tripan also places great value on sustainable business and environmental protection in order to avoid or minimize negative impacts on people and the environment wherever possible. Tripan achieves this goal by complying with national environmental laws and numerous self-imposed preventive measures, such as reducing energy consumption, increasing energy efficiency, using renewable energies, reducing and, where possible, recycling waste products, careful handling of raw materials, implementing possible recycling options and using modern and environmentally friendly technologies.

2.5 At the same time, Tripan is committed to ensuring that its suppliers implement comparable measures in their companies to protect people and the environment in the spirit of sustainability, in order to avoid environmental damage as far as possible and to minimize negative impacts on people, animals and ecosystems.

3 REQUIREMENTS FOR BUSINESS PARTNERS AND SUPPLIERS

3.1 Tripan is committed to fair competition and takes care to avoid any appearance of a violation of competition and antitrust laws and to refrain from misleading and aggressive business practices within the meaning of the UWG. Management, senior managers and employees must therefore comply with all applicable standards. In order to establish and develop good business relationships, these principles must be observed and all actions and measures that impair competitive conditions in an impermissible manner must be avoided. Agreements on the following points in particular are therefore prohibited:

- prices and conditions;
- business conditions;
- market shares.

3.2 Furthermore, conflicts of interest of any kind must be avoided in business relationships and disclosed if they appear so that appropriate measures can be taken to resolve conflicts of interest. The acceptance of gifts and invitations from customers must therefore remain within the usual limits and must not influence decisions. If there is any doubt as to whether such gifts are customary, the acceptance of such gifts is prohibited.

3.3 A central component of every business relationship is the confidential handling of disclosed trade and business secrets. Any violation of trade and business secrets and misuse of entrusted documents must therefore be avoided.

4 COMPLIANCE WITH THE CODE OF CONDUCT

4.1 Tripan ensures that its employees are aware of the content of the principles outlined and communicates the content to cooperation and business partners in an appropriate form and manner. The management takes the necessary measures to ensure that Tripan, its employees and business partners adhere to the principles outlined.

4.2 Employees and business partners are required to report violations of legal and contractual provisions and requirements as well as of the principles presented here to management as soon as possible. Management will then take the necessary steps depending on the specific violation. Depending on the individual case, civil, administrative or criminal proceedings may be necessary.