

## Corporate Responsibility

### **1. Human rights**

Promoting and respecting the protection of internationally proclaimed human rights.

### **2. Occupational health and safety**

Provide a safe and healthy working environment at all production sites and facilities, and to take reasonable steps to prevent accidents and injuries during daily work, as far as is feasible, by minimizing sources of danger in the work environment.

### **3. Equal opportunities**

Equal opportunities for all employees, neither active use nor promotion of discrimination on ethnic or national grounds, on the basis of race, religion, disability, gender, age, sexual orientation, trade union activities, or political affiliations in the employment process, in compensation, in access to training, in promotions, layoffs or retirements.

### **4. Working time**

Compliance with applicable laws and industry standards on working time regulations, including overtime.

### **5. Compensation**

Ensure that wages paid meet or exceed minimum legal and industry standards, and are always sufficient to meet both the basic needs of employees, as well as to provide an income in excess.

### **6. Suppliers**

Establish and continue appropriate procedures for the evaluation and selection of important suppliers and contractors of RESATEC AG with regard to their ability to meet the requirements of the RESATEC policy.

### **7. Business ethics**

RESATEC AG expects its employees to adhere to the highest standards of ethical conduct and integrity.

### **8. Environment**

We comply with binding obligations and strive to reduce our own environmental impact. We contribute to eco-efficiency and environmental protection in communities and countries in which we operate.