

RSD Business Code of Conduct

RSD is committed to a corporate business code of conduct based on the highest standards of ethics as well as social and environmental responsibility.

These principles are the corporate guidelines of RSD Technik GmbH in Germany and all RSD affiliates worldwide.

Legal compliance

with the laws of the applicable legal systems considering international as well as national and local requirements. This includes complying with

- codes, standards and regulations in the countries of the RSD locations as well as in the customers' countries;
- trade regulations and restrictions of recognized national and international authorities;
- all applicable competition and anti-trust laws.

Prevention of corruption and conflict of interests

- by not tolerating any form of and not participating in any form of corruption or bribery, including any payment or other form of benefit conferred for the purpose of influencing decision making in violation of law;
- by not allowing personal or family interests to influence any decision making concerning finance and procurement.

Confidentiality and information management

- by safeguarding and making only proper use of confidential information to ensure that company, worker, and personal privacy rights are protected;
- by communicating with integrity and in line with any confidentiality agreements, disclosing information in a timely and appropriate manner;
- by maintaining accurate company books and records ensuring retrieval of records relevant to investigations or litigations.

Prohibition of child labor

by employing only workers above the respective country's legal age for employment. Workers under the age of 18 will only be exposed to nonhazardous tasks.

Respect for the human rights of employees

- by respecting the personal dignity, privacy and rights of each individual;
- by promoting equal opportunities for and treatment of our employees irrespective of gender or age, social background, skin color, race, nationality, disabilities, sexual orientation, political or religious conviction;
- by providing fair remuneration and guaranteeing the applicable national statutory minimum wage as well as complying with the maximum number of working hours laid down in the applicable laws;
- by recognizing the right of free association of employees and by neither favoring nor discriminating against members of employee organizations or trade unions;
- by refusing to employ or make anyone work against his will;
- by not tolerating any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- by prohibiting behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Health and safety of employees

- by taking responsibility for the health and safety of our employees in accordance with the respective applicable regulatory requirements;
- by controlling hazards and taking the best reasonably possible precautionary measures against accidents and occupational diseases;
- by providing training and ensuring that employees are educated in health and safety issues;
- by using a reasonable occupational health & safety management system.

Environmental protection

- by acting in accordance with the applicable statutory and international standards regarding environmental protection;
- by minimizing environmental pollution and making continuous improvements in environmental protection and reduction of resource consumption;
- by using a reasonable environmental management system.

RSD TECHNIK GmbH

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