



CODE OF CONDUCT

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Jos. Schneider Optische Werke
GmbH Ringstraße 132
55543 Bad Kreuznach

Telephone: +49 671 601-0
Fax: +49 671 601-109
info@schneiderkreuznach.com

PREFACE/ PREAMBLE

This Code of Conduct supports us in working together as a group of companies in a respectful, responsible and legally compliant manner. It shows us how we want to communicate with each other and ensures that we behave loyally towards business partners, the public and ourselves.

In this way, we ensure that our values and standards are adhered to and lived.

This Code of Conduct thus brings together our most important rules and principles in a document that is binding for the Schneider Group. It applies to every employee of the Schneider Group worldwide. The orientation framework it contains applies equally to employees, managers and the management with regard to the following topics:

- Social and ethical responsibility
- Fair competition
- Protection against corruption and bribery
- Trade Compliance
- Data Protection
- Equal treatment and anti-discrimination
- Confidentiality and protection of information
- Environment and climate protection
- Occupational safety

Bad Kreuznach, 01. October 2022

Dr. Wolfgang Ullrich
Managing director

Peter Prusensky
Chairman of the works council

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Social and ethical responsibility

We treat our business partners, colleagues and the public as equals. Fair conduct and respect are a matter of course. We therefore uphold and comply with internationally recognised human rights. We strictly reject any form of forced labour and child labour. We recognise the right of all employees to form trade unions and employee representatives on a democratic basis within the framework of national regulations. The right to adequate remuneration is recognised for all employees. Payment and other benefits are at least in line with the respective national and local legal standards or the level of the national economic sectors/industries and regions.

Fair competition

Respecting and ensuring fair competition is a core component of our business activity and relies on fair market conduct. Any restrictions of competition through agreements with competitors on markets and conditions as well as any behaviour in this regard are excluded for us!

Protection against corruption and bribery

The Schneider Group is committed to sustainable performance for its customers based on the high quality of our products and services as well as our customer-oriented management. In doing so, we reject any corrupt or other illegal behaviour. The stringent and transparent handling of donations, gifts, invitations and other similar aspects by the company's executive bodies and employees is regulated on the basis of legal requirements. We only accept invitations, gifts, etc. if they are clearly a pure gesture of courtesy and are proportionate.

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Trade Compliance

As an internationally active group, Schneider-Kreuznach has customers and suppliers all over the world as well as sales and production sites in Germany and the USA and representative offices in Asia. We observe and comply with all relevant export controls and customs regulations that apply in the countries of our business activities. We ensure this through our export control organisation. We conduct cross-border trade on the basis of the applicable law.

Equal treatment and anti-discrimination

A culture of equal opportunities, mutual trust and mutual respect is of great importance to us. We promote equal opportunities and prevent discrimination in the recruitment of employees and in the promotion or granting of training and development measures. We treat all employees equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity and orientation, disability - taking into account physical suitability for a job - religious affiliation or world view.

Data Protection

Compliance with all data protection regulations applicable to our business activities and the responsible handling of any personal data are imperatives for us. We understand that in a world where more and more personal information is collected and processed, the protection of this data is all the more important. In this context, personal data is only collected, stored or processed to the extent and for as long as this is necessary for business purposes and legally permissible. We always observe the necessary data security measures and the rights of all those affected.

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Confidentiality and protection of information

The protection of business and trade secrets is an essential basis of our sustainable and economic success. Inventions and constant improvements to our products are what make us what we are.

Therefore, it is important to treat our data confidentially. The general, cross-media handling of sensitive information is carried out by us through regular training and instruction of our employees.

Environment and climate protection

Sustainable environmental and climate protection as well as resource efficiency are important to us. For our own and future generations, the preservation of our environment is necessary in order to be able to live safely and healthily. Both in the development of new products and services and in the operation of production facilities, we take care to ensure that any resulting impact on the environment and climate is kept as low as possible and that our products make a positive contribution to environmental and climate protection for our customers. Every employee has a responsibility to treat natural resources with care and to contribute to the protection of the environment and climate through his or her individual behaviour.

Occupational safety

The safety and comprehensive integrity of our employees as well as of all persons involved in the value creation process and affected by our performance is important to us. The company is committed to complying with all standards, specifications and laws relevant to occupational safety. With preventive measures and defined standards and routines, we ensure compliance with all internal and external requirements in the company and in the supporting value creation processes.