



# ATE-Code of Conduct

## Preamble

The trust of our customers and business partners in our company is our greatest asset.

With this code of conduct, ate Antriebstechnik und Entwicklungs GmbH & Co. KG (hereinafter referred to as ATE) commits to social responsibility in the context of its business activities.

This mandatory code of conduct serves as a guideline for all employees.

In accordance with applicable laws, the code is intended to ensure compliance with global requirements for ethical and moral conduct, correct rules of conduct under competition law (compliance) and responsible and sustainable interaction with nature and the environment.

Our behavior and actions in the spirit of togetherness should be based on mutual respect and consideration.

The management regularly brings this code of conduct to the attention of all employees in a suitable manner and, with the help of the managers, ensures compliance with it.

Leutkirch, 10.02.2023

Stefan Heinz  
CEO

## **Article 1**

### **Global guidelines, commitment to the rule of law**

Internationally recognized human rights are expressly and consistently supported.

Child labor and any kind of exploitation of children and young people are rejected, as is any form of forced labor or similar conditions.

Special requirements and requests from customers, suppliers or other business partners are only met within the framework of the applicable rules and laws.

Employee rights are guaranteed and respected. The legal regulations for ensuring health and safety at work, as well as working and rest times are observed.

All business processes must be transparent and documented. In case of doubt, employees should contact their superiors.

## **Article 2**

### **Fair competition**

We are committed to the rules of fair competition.

Impermissible agreements on prices or other conditions, sales areas, customers and other unfair competitive practices are prohibited, as are Non-Competition Agreements.

## **Article 3**

### **Corruption, bribery and money laundering**

ATE rejects bribery, corruption and money laundering practices and does not tolerate such behavior.

All employees are obliged to support the worldwide efforts against this. Any suspicious cases must be reported immediately to superiors or the management of ATE.

We respect international embargo or export regulations. Every employee is obliged to check the regulations accordingly and, if in doubt, to ask their supervisor.

Employees must ensure that no personal dependencies or obligations to customers or suppliers arise. In particular, ATE employees may not accept or give any gifts that could reasonably be expected to influence business decisions.

Violations are generally punished with labor law measures in.

## **Article 4**

### **Ethical and social guidelines**

Every single employee, customer, supplier or other business partner is to be treated with respect.

ATE rejects discrimination in employment based on skin color, race, nationality, gender, sexual identity, mental or physical disability, age, religion or philosophy of life.

Employees must not be sexually harassed, intimidated, bullied, or subjected to any form of harassment in the workplace.

The right to freedom of expression is guaranteed. The privacy of every employee is respected.

ATE offers safe and healthy working conditions, even beyond the legal requirements.

According to the legal regulations, the company guarantees a salary that can cover a normal living for a full-time employee and rejects low-wage policies.

## **Article 5**

### **Sustainability, environmental protection**

ATE has firmly anchored the idea of sustainable environmental protection in the company philosophy. In all internal processes, attention is paid to environmentally friendly and resource-saving methods and work is being done to improve and implement them.

## **Article 6**

### **Compliance with the Code of Conduct**

This code of conduct applies as a binding guideline for all business transactions at ATE. The management is obliged to make this code of conduct known to the employees and to monitor its implementation. Every employee is obliged to report violations of this code of conduct to their superior immediately after becoming aware of them. Remedial action must be taken as quickly as possible and suitable measures must be taken.