

This code of behavior defines the policies and requirements of ABM Greiffenberger Antriebstechnik GmbH to its suppliers of goods and services regarding their responsibilities for humans and environment.

The supplier bindingly declares:

- **Legally compliant actions**
 - The applicable laws and orders are being followed.
- **Prohibition of corruption and payoff**
 - Any kind of corruption or payoff will not be accepted or responded to.
 - No illegal payments or contributions to persons to influence their decision making are executed.
- **Respect of basic rights of employees**
 - Independent from color of skin, race, nationality, sex, age, social background, disability, political or religious belief and sexual orientation all employees enjoy equal opportunities and equal treatment.
 - The personal dignity, privacy and personal rights of each employee are honored.
 - Nobody will be employed against his/her will or forced to work.
 - Unacceptable treatment in terms of mental stress, sexual and personal disturbance or discrimination of workers as well as restraint executing, threatening, abusive or advantage taking behavior is not tolerated.
 - Adequate compensation and the minimum wage defined by law is ensured.
 - The national determined maximum working hours are observed.
 - The freedom of association of employees in employee organizations or unions are – as far as lawfully permissible – accepted and neither positively nor negatively evaluated.
- **Prohibition of child labor**
 - Individuals underneath the minimum age of 15 years are not hired.
 - In developing countries the minimum age of 14 years will not be undercut according to the exceptional rule of ILO convention 138.
- **Occupational safety and health protection of employees**
 - Responsibility for safety and health of employees will be assumed.
 - Endangerments are best possibly avoided or reduced, preventative measures against accidents and work-related sicknesses are taken as well as effective first aid assured.
 - All employees are well grounded in expertise in the area of operational safety.
- **Environmental protection**
 - Valid national laws and standards as well as international standards are followed.
 - The environmental protection is improved continuously, environmental contaminations are minimized.
 - An environmental management system according to ISO 14001 or similar system will be established long-term or executed.
- **Supply chain**
 - Abidance of this code of behavior is also encouraged at the best in the own supply chain.
 - The policies of non-discrimination are followed during the selection of and association with suppliers.

ABM Greiffenberger Antriebstechnik GmbH reserves the right to change this code of behavior if necessary and expects the acceptance of these changes by its suppliers.

Marktredwitz, January 2009
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