

OUR PRINCIPLES FOR A
RESPONSIBLE, ETHICALLY
IMPECCABLE, INTEGRITY-
BASED BUSINESS
RELATIONSHIP THAT
COMPLIES WITH THE LAW
AND REGULATIONS
**/ CODE OF CONDUCT FOR
OUR BUSINESS PARTNERS**





FOR A PARTNERSHIP BASED ON RESPONSIBILITY AND COOPERATION **/ FOREWORD**

This Code of Conduct sets out the principles and requirements that the Woll.Group imposes on its external business partners and suppliers of goods and services.

These principles and requirements are based on the ethical standards to which the Woll.Group is committed and the associated obligations regarding responsible, morally impeccable and ethical conduct that complies with the law and regulations in all business activities.

This Code of Conduct for Business Partners is based on the Woll.Group's own internal Code of Conduct. We expect the business partners with whom we work to apply the principles of this Code of Conduct.

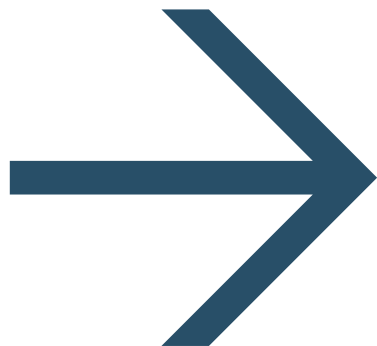
The Woll.Group reserves the right to review its business partners' compliance with this Code of Conduct both systematically and on an ad hoc basis. This can take the form of, for example, questionnaires, assessments or audits.

Christina Woll
Management

David Seiler
Management

Atanasios Kondomitsos
Management

Claudia Woll
Chairwoman of the Board
of the WOLL Family
Foundation



PREAMBLE

This Code of Conduct applies to the legally independent companies of the “Woll.Group” listed below:

WOLL Maschinenbau GmbH, Krughütter Straße 93, 66128 Saarbrücken, Germany, entered in the commercial register of Saarbrücken District Court under HRB 4907, represented by Managing Director Christina Woll and Managing Director David Seiler,

RITZ Maschinenbau GmbH, In der Breitwiese 2–4, 76684 Östringen, Germany, entered in the commercial register of Mannheim District Court under HRB 232707, represented by Managing Director David Seiler,

M-O-T Mikro- und Oberflächentechnik GmbH, Krughütter Straße 93, 66128 Saarbrücken, Germany, entered in the commercial register of Saarbrücken District Court under HRB 19744, represented by Managing Director Atanasios Kondomitsos.

The aforementioned companies operate under the umbrella brand “**Woll.Group**”. The designation “**Woll.Group**” serves the sole purpose of consistent company and brand communication. It does not confer separate legal personality, nor does it give rise to joint and several liability or any other mutual obligations of guarantee, representation or liability between the companies mentioned.

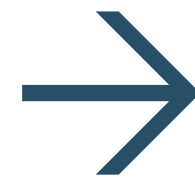
Scope of application

(1) This Code of Conduct applies to all business relationships of the aforementioned companies with their contractual partners.

(2) The contractual partner is exclusively that company of the Woll.Group which concludes the relevant contract, issues the purchase order, places the order or is expressly designated therein as the contractual partner. The rights and obligations arising from the relevant contractual relationship and from this Code of Conduct exist solely between the relevant contractual partner and this company.

(3) The relevant contract-concluding company of the Woll.Group is referred to as the “Company” in the rest of this Code of Conduct, unless the context indicates otherwise. The terms “we” and “us” also refer to the relevant contract-concluding company of the Woll.Group.

„THE BUSINESS PARTNER SHALL ENSURE THAT ALL ITS ACTIONS COMPLY WITH THE LAWS AND REGULATIONS OF THE COUNTRIES IN WHICH IT OPERATES.“



CONDUCT IN BUSINESS RELATIONSHIPS

01

COMPLIANCE WITH LAWS, REGULATIONS AND RULES

The business partner shall ensure that all its actions comply with the laws and regulations of the countries in which it operates.

If local regulations are less stringent than the standards and principles set out in this Code of Conduct, the principles of this Code shall also be taken into account.

If there is a clear conflict between the law in force and the Code, the law shall prevail.

02

NO CORRUPTION OR BRIBERY

The business partner shall ensure that no form of bribery, corruption or corrupt practices takes place. Any impression whatsoever of undue influence is to be avoided.

This includes offering and providing gifts and advantages of a value that is unusually high in business terms, with the aim of securing preferential treatment in business transactions. This also includes any agree-

ments and arrangements whatsoever that directly or indirectly involve the provision of advantages in connection with the allocation, authorisation, delivery, processing or payment of orders.

03

COMPLIANCE WITH REGULATIONS ON FOREIGN TRADE, EXPORT CONTROLS AND CUSTOMS

The business partner must comply with the applicable regulations governing foreign trade, import and export controls and customs duties, as well as all relevant provisions and guidelines.

The same holds for the payment processing regulations issued in this context that are applicable in the countries in question.

04

FULFILMENT OF OBLIGATIONS UNDER TAX LAW

The Woll.Group recognises its social responsibility with regard to the fulfilment of its obligations to pay taxes and charge and is

committed to complying with all such regulations and to paying all taxes due. We expect the same from our business partners.

Business partners must therefore ensure lawful conduct with regard to tax and consistency between their tax results and their commercial and legal situation.

The Woll.Group expects its business partners not to promote or arrange for any actions or measures that might aid or abet tax fraud or illegal tax evasion.

05

ENSURING FAIR COMPETITION

We expect business partners to comply with the applicable competition and antitrust law requirements in all their business activities.

All kinds of conduct with the aim of preventing, impairing or distorting free and fair competition must be refrained from.

06 UPHOLDING HUMAN RIGHTS

The Woll.Group expects the following from its business partners:

- to ensure equal opportunities and equal treatment for employees, irrespective of gender, ethnic origin, skin colour, nationality or national origin, religion or worldview, age, marital status, citizenship, disability, state of health, physique, appearance, sexual identity or lawful political views and activities.
- to respect the dignity and personal rights of staff members.
- to reject forced labour, child labour and all forms of exploitation and discrimination whatsoever.
- to comply with legal provisions regarding fair and safe working conditions, including in relation to pay, permitted working hours and the protection of employees' private lives.

07 HEALTH AND SAFETY AT WORK

The Woll.Group expects the following from its business partners:

- to take responsibility for the health and safety of staff.
- to create and maintain a safe and healthy working environment and involve staff in matters relating to health and safety at work.

A preventive approach to employee safety must be prioritised at all times and in all activities. This will also ensure that all staff members are briefed on their duties and that potential hazards are identified before they occur.

08 ENVIRONMENT, ENERGY AND CLIMATE PROTECTION

The Woll.Group expects the following from its business partners:

- that all business activities take into account the applicable laws and regulations on environmental and climate protection and are guided by international standards, in order to minimise negative impacts on the environment.
- that staff are made aware of the measures that we ourselves have introduced to improve environmental protection.
- that active efforts are made to bring about improvements, such as reducing consumption.
- that waste and hazardous substances are handled appropriately and disposed of in the correct manner.

**„A PREVENTIVE
APPROACH TO
EMPLOYEE SAFETY
MUST BE PRIORITISED
AT ALL TIMES AND
IN ALL ACTIVITIES.“**



CONDUCT
IN BUSINESS
RELATIONSHIPS

09

HANDLING
OF
CONFLICT
MATERIALS

We expect our business partners to take appropriate measures to avoid the use of conflict materials in products – and thus to prevent human rights violations, corruption and the supporting of armed groups.

10

SECURE HANDLING
OF INFORMATION
AND INTELLECTUAL
PROPERTY

The Woll.Group expects the following from its business partners:

- to protect all kinds of sensitive commercial, technical and financial information in the course of business with respect to its confidentiality, integrity and availability
- to write instructions on conduct and courses of action for employees with respect to critical processes and actions that endanger or might endanger information security.
- not to disclose the Woll.Group's expertise and trade secrets to third parties without permission.

11

DATA
PROTECTION

The Woll.Group expects its business partners to process, store and protect personal data in accordance with the relevant legal provisions. Personal data shall therefore be collected confidentially, solely for lawful purposes and in a transparent manner. Accordingly, such data may only be processed if it is protected against loss, alteration and unauthorised use by means of appropriate technical and organisational measures.

ACCEPTANCE
OF THE
CODE OF CONDUCT

In our capacity as a business partner, we shall support the principles of the Woll.Group by meeting the expectations and requirements set out in this Code and integrating them into our business operations.

We hereby acknowledge the Code of Conduct and shall ensure that we incorporate these principles and requirements into our own equivalent codes of conduct and enforce them throughout our supply chain.

Place, date

Company

Name / Job title

Stamp and signature



#PROBLEMSOLVERD
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