

ARBURG Code of Conduct

This Code of Conduct contains the basic rules applicable within ARBURG GmbH + Co KG with regard to ethical and legally compliant behaviour both between one another and in relation to business partners, public authorities and other third parties. These principles represent the minimum requirements with regard to our day-to-day business and represent a binding guidance framework.

1. Legal compliance

Compliance with national and international legislation, directives and industrial minimum standards is a matter of course for ARBURG. Each employee consistently questions his behaviour with respect to legal compliance.

2. Competition

ARBURG explicitly undertakes to comply with legislation against unfair competition, antitrust legislation, commercial legislation and legislation relating to consumer protection. ARBURG measures itself exclusively according to the performance principle and consequently requires its employees and management staff, customers and suppliers to comply with this legislation.

3. Corruption

Employees, customers and suppliers are prohibited from illicitly influencing decision-makers in companies, public authorities or state institutions. It is also prohibited to demand, be promised, or accept such advantages from third parties during business dealings.

4. Human dignity

The prohibition of discrimination and the observance of human rights are a matter of course for ARBURG. Employees are always selected, employed and promoted based on their qualifications and abilities.

5. Child labour and forced labour

ARBURG rejects all forms of child or forced labour as well as any other forms of enforced work within the company or on the part of its business partners.

6. Quality and qualification

For ARBURG, the pursuit of quality is one of the most important economic and competitive factors. All employees are under obligation to deliver optimum quality. In order to facilitate this high level of performance and high quality of work, ARBURG promotes the qualification of its workforce.

7. Environment and energy

Environmental protection and the conservation of resources and energy are a permanent feature of the corporate culture at ARBURG. This applies in particular to the use and development of new product technologies that protect natural resources. ARBURG obligates its employees to comply with this sustainable conduct.

8. Health and safety

In the interest of its employees, ARBURG ensures safety at work and protection of health at the workplace in accordance with the national statutory regulations. All employees are encouraged to be alert when working and to use protective clothing and equipment at the workplace.

9. Business partners

ARBURG expects all its business partners to apply these basic rules as a basis for a business relationship. Moreover, ARBURG expects its business partners to endeavour to consistently distribute this standard throughout the delivery chain.

10. Leadership

Management staff bears special responsibility, particularly the Management Team and the executive level. You are requested to communicate the significance and content of this Code of Conduct to your employees and to embody its principles.

11. Conflicts of interest

Conflicts of interest arising from working relationships must be avoided at all costs. In the event that such a conflict should arise, employees must inform their relevant supervisor thereof immediately.

12. Compliance

ARBURG reserves the right to verify compliance with the principles outlined above. The business partners undertake to have such verification carried out as necessary and to support it appropriately.

13. Sanctions

Violations of this Code of Conduct may have consequences for employment relationships and their continuance, and may result in claims for damages. Furthermore, ARBURG reserves the right to terminate relationships with business partners who fail to adhere to the principles contained in this Code of Conduct.

The Management Team
Lossburg, October 2015

For the sake of readability, simultaneous use of male and female designations, e.g. "his or her" has been dispensed with. All personal designations apply equally to both genders.