



Code of Conduct

As one of the leading companies in the field of industrial technology and also as an responsible and strong employer and business partner we – **the SCHAUBURG Industrietechnik GmbH – delivers – standardized and individual products in small-, middle- and large-scale production to our customers.**

We comply our commercial actions and decisions according to the prevailing ethnic values, in particular we assure the preservation of integrity, credibility and respect of the human dignity. We promote, transparency, responsible leadership and company accountability, in a suitable manner.

Fairness and the compliance with laws and regulations is very important to us.

We work in cooperation with suppliers who contribute to our sustainability profile. Our suppliers and service provider and their subcontractors also have to meet our high ethical standards. This has been confirmed to us, by our suppliers, in writing.

We respect the laws and regulations of the countries in which we operate in. This applies particularly for national and international embargo- and export control regulations.

We see the compliance with laws and regulations as a fundamental principle of economical responsibility. We observe all valid prohibitions and obligations, although if it results in short-term economic disadvantages for our company or individual persons. When the national law has more restrictive regulations then the applicable rules of the company then, the national legislation is prior to the company rules.

We observe the rules of a fair and open competition, we do not enter into any inadmissible agreements which could influence the competition in a prohibited way.

We are categorically opposed to any form of corruption, extortion, betrayal, embezzlement and insider trading, nationally and internationally.

No employee of Schauburg Industrietechnik is allowed to take advantage of his/her position in our company to demand or accept improper personal advantages or advantages for third parties.

In case of contributions to political parties and political organisations as well as mandate holders and candidates for political offices the rights and current national legislation will be respected.

We will comply with the applicable national and international data protection regulation. Furthermore, we will comply with the individual negotiated obligation to secrecy agreements.

The employees, executives, managing directors, suppliers and other providers of SCHAUBURG Industrietechnik are expected to strictly observe and always behave and act in accordance to the „Code of Conduct“.

Nürnberg, im März 2021

Hans-Peter Niederwald
CEO

Lars Blatt
CSO

Ralf Winter
COO

