



Code of Conduct

Statement

Quartztec Europe operations are governed by this Code of Conduct, which is an integral part of our responsibility-conscious management structure. This Code applies throughout the organisation to all employees, officers, directors and organisations ("Employees") within Quartztec Europe. By complying with the procedures described in this Code, we contribute to the security of our long-term business success.

The foundation of all transactions at Quartztec Europe is compliance with all binding statutory requirements at the national and international level, as well as compliance with voluntarily accepted obligations. It is the Employees' responsibility to know and understand the laws applicable to their job responsibilities and to comply with both the letter and the spirit of these laws. Failure to comply with this Code will not be tolerated and may result in appropriate disciplinary action by the employer.

Ensuring Fair Competition

Quartztec Europe expects its Employees to comply with the applicable laws for the protection of fair and open competition. The applicable statutory provisions generally prohibit price or term agreements with competitors, agreements with competitors for the purpose of market or customer allocation, concerted actions with competitors with respect to prices, terms, market or customers, as well as unfair practices.

The Fight against Corruption

Quartztec Europe is convinced of the quality of its products and the capabilities of its Employees. Quartztec Europe absolutely prohibits direct or indirect bribery of business partners, public officers included. Our Bribery & Corruption and Supplier Code of Conduct documents outline our clear standing on corruption.

Avoidance of Conflicts of Interest

All Employees have an obligation to act in the best interests of Quartztec Europe. Employees should avoid any activity, interest, or association outside of Quartztec Europe that could impair their ability to perform work objectively and effectively or that could give the appearance of interfering with their responsibilities on behalf of Quartztec Europe or its clients.

Compliance with the Basic Principles of National and International Trade

Quartztec Europe adheres to all national, multinational and supranational foreign trade regulations. All Employees are obligated to adhere in particular to the applicable export and import prohibitions, official authorization provisions as well as the applicable duty and tax requirements. Our Tax Evasion Policy provides additional details.



Creating and Maintaining Safe and Fair Working Conditions

Quartztec Europe is committed to protecting its Employees and creating and maintaining a safe and attractive work environment for its Employees. Quartztec Europe seeks to provide fair wages and reasonable hours of work to its Employees and rejects all forms of forced labour and child labour.

Quartztec Europe expects that its Employees, in particular its executives, will ensure occupational safety at any time. Quartztec Europe also expects its suppliers to ensure safe and fair working conditions. The suppliers are selected and controlled in accordance with the provisions of the Quartztec Europe Supplier Code of Conduct.

Environmental Safety and Product Safety

Quartztec Europe considers itself obligated to deal respectfully with the resources of nature. Compliance with applicable statutory provisions for the protection of the environment is therefore undertaken. Quartztec Europe places the highest requirements on the quality and safety of its products over the entire product lifecycle.

Prevention of Discrimination

Quartztec Europe expects its Employees to respect different life outlooks and cultural or country-specific characteristics when dealing with other Employees of Quartztec Europe, including former Employees of Quartztec Europe, with applicants and with business partners. Quartztec Europe strives to provide a workplace and a working environment in which discrimination and sexual harassment are not tolerated, and where everyone has an equal opportunity to work, advance, and contribute to our success. Quartztec Europe selects, develops, promotes and compensates Employees, including former Employees, applicants and business partners based on objective and comprehensible criteria, without distinction or discrimination because of age, colour, national origin, race, religion, gender, physical or mental disability, or any other legally protected personal characteristic.

Data Protection

Quartztec Europe are committed to complying with our data protection obligations, and to being concise, clear and transparent about how we obtain and use personal information relating to our workforce, and how (and when) we delete that information once it is no longer required. Our GDPR Policy provides additional details.