



Code of Conduct of Rollenbau GmbH

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Preamble

Rollenbau GmbH is committed to the highest ethical standards in all its business relationships. This Code of Conduct is addressed to all employees, suppliers and business partners of Rollenbau GmbH and ensures that our values and expectations are clearly communicated and adhered to.

Our values

- 1. Respect:** We expect all employees, suppliers and business partners of Rollenbau GmbH to treat all colleagues, customers and business partners with courtesy, respect and dignity.
- 2. Inclusivity:** Our employees, suppliers and business partners should promote a culture of diversity and inclusion.
We expect everyone to act honestly and ethically in all business activities.
Our employees, suppliers and business partners should act as partners and strive for open and supportive cooperation.
The professional development of all colleagues and employees should be promoted.
Constructive criticism should be given in a positive and respectful manner.
Share your knowledge and skills to support the growth and development of the team.
- 3. Compliance with laws and guidelines:** We expect all our employees, suppliers and business partners to comply with all locally and globally relevant legal regulations and to follow all ethical standards and company guidelines.
- 4. Discrimination and harassment:** Any form of discrimination, harassment or bullying based on gender, sexual orientation, disability, appearance, ethnic origin, religion or other characteristics is prohibited.
Any form of personal attacks, insults or harmful behaviour must be avoided. Unwanted sexual advances or attention are unacceptable.
Confidential information about employees, suppliers or business partners may not be published without their express consent.
Any behaviour that could be considered inappropriate, disruptive or disrespectful must be avoided.

- 5. Responsibility:** Our company, our employees, suppliers and business partners are actively committed to protecting children and workers' rights.
All our suppliers and business partners must ensure that no form of child labour or forced labour is used throughout their supply chain.
- 6. Equal treatment:** Our employees, suppliers and business partners must commit to fair and equal treatment of all people, regardless of gender, age, ethnic origin, religion, sexual orientation, disability or other personal characteristics. An environment of equal opportunities and inclusion must be actively promoted.
Any form of unequal treatment based on personal characteristics will not be accepted.
- 7. Fair pay:** Our company, our suppliers and business partners are committed to paying fair wages that at least fulfil the statutory minimum wage.
- 8. Fair working hours:** Our company, our suppliers and business partners ensure fair working hours that comply with legal requirements and promote a healthy working environment.
Overtime is fairly remunerated or compensated by time off in lieu.
- G. Health and safety in the workplace:** Our company, our suppliers and business partners guarantee our employees a safe and healthy working environment. Legal requirements are complied with as minimum standards.
Measures to ensure the health and safety of employees are implemented on an ongoing basis.
Practices that could jeopardise the health and safety of employees are avoided.
- 10. Preservation of natural resources:** Our company, our employees and suppliers as well as our business partners must act in an environmentally conscious manner and promote sustainable practices in order to preserve natural resources.
Waste and emissions are minimised wherever possible. We are actively committed to preserving the natural foundations of life.
- 11. Fair competition:** Our employees, our suppliers and our business partners must commit to fair competition and refrain from any behaviour that could be considered anti-competitive, including collusion, price fixing and market manipulation.
- 12. Protection of intellectual property:** Our employees, suppliers and business partners must respect and protect the intellectual property of Rollenbau GmbH, its employees and others. Any form of unauthorised use or distribution must be avoided and is prohibited.
- 13. Integrity:** Our employees, suppliers and business partners must commit themselves to integrity and refrain from any form of bribery, corruption or taking advantage.

Dealing with problems

Reporting offences: If you witness or become a victim of undesirable behaviour, please report this immediately to the responsible person at Rollenbau GmbH. The report can be made anonymously at www.rollenbau.at/codeofconduct.

Confidentiality: All reports are treated confidentially and thoroughly checked.

Consequences: Violations of this Code of Conduct may result in disciplinary action up to and including termination of the business relationship.

Concluding remarks

Rollenbau GmbH is committed to regularly reviewing and improving this Code of Conduct to ensure fair and ethical business practices. Your co-operation and feedback are crucial to achieving these goals.

By your employment with Rollenbau GmbH or your business relationship with Rollenbau GmbH, you agree to this Code of Conduct and undertake to comply with it.

Thank you for your support and your contribution to a respectful and responsible working and business partnership.

Rollenbau GmbH



Karl II Rosse
CEO and owner