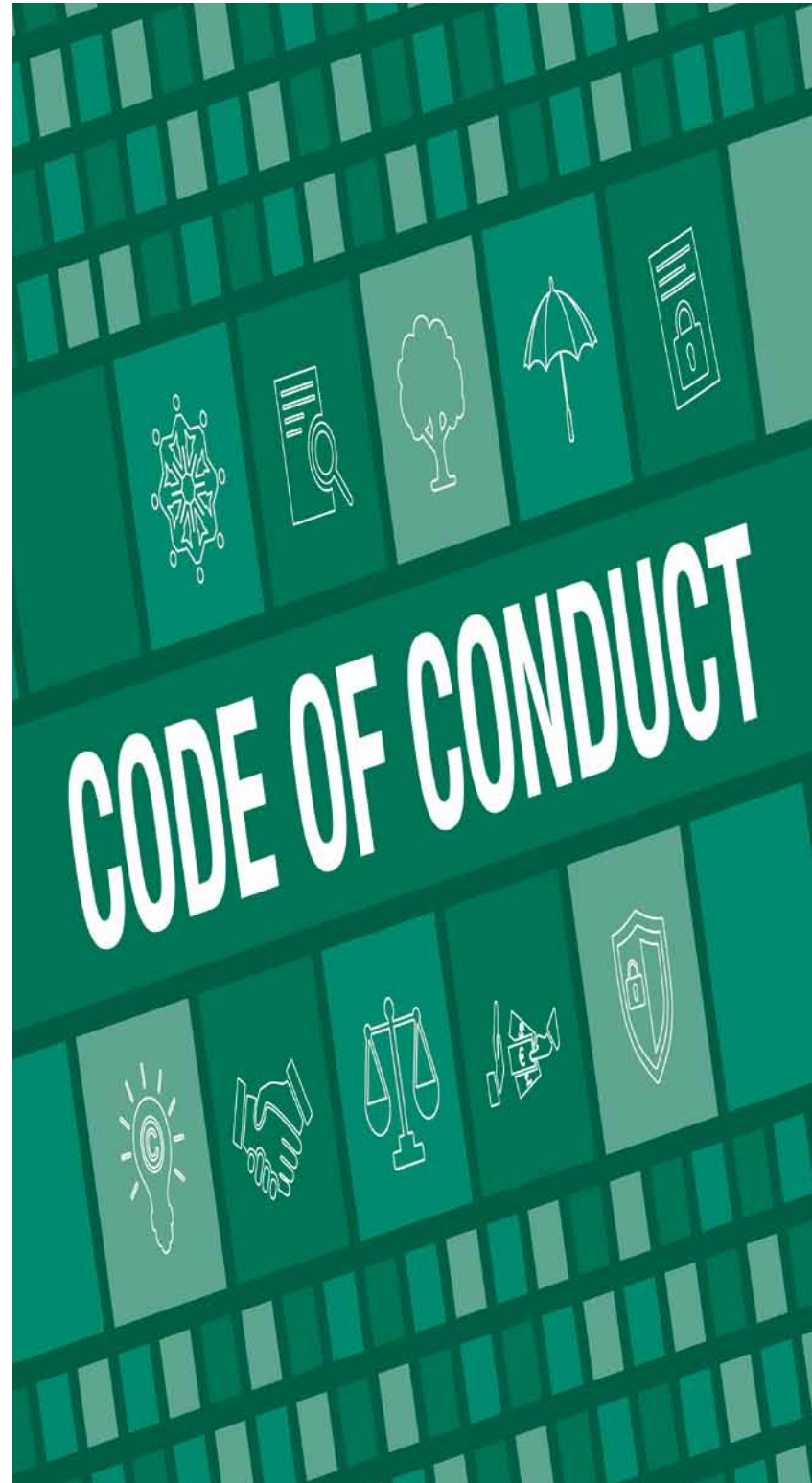


Code of Conduct
STAUFF



 United States

 Canada

Social Responsibility and Sustainability



Management Systems / Quality Assurance



Environmental Protection and Sustainability



Labour Law Principles



Business and Trade Secrets



Intellectual and Industrial Property Rights



Dealing with our business partners* and third parties



Antitrust Laws



Anti-Bribery and Anti-Corruption Policy



IT Security Management and Data Protection





**YOUR ACTIONS.
OUR SUCCESS.
FOR EVERY DAY.
FOR EVERY DECISION.**



LEGAL NOTICE

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PREFACE AND PRINCIPLES

The owner family Menshen and LUKAD Holding:

We stand for commitment, sustainability and reliability. The close association between the family that owns the company and the organization is reflected in the corporate philosophy.

In 2021, we completely revised our Code of Conduct. In the new version, we have defined even more clearly legal and internationally applicable regulations, the framework for our values and commitments. The Code of Conduct sets out the demands we make on ourselves and our expectations of third parties with whom we collaborate. For each and every one of us, the Code of Conduct represents a promise made to our customers*, suppliers, business partners* and other interested

parties. We comply with the laws of the countries in which we operate. Every employee* is responsible for complying with local laws.

This Code should ensure that by rising to the highest standards we can meet the highest demands.

This Code and the values it conveys have been drawn up and formulated in collaboration with our employees* from various locations and company divisions and in close cooperation with our compliance officers.

This Code reflects our commitment to our Company's values: Responsibility, integrity, adaptability and performance, but

above all, regard and respect for others*!

We see our commitment to our shared values and the resulting actions as a prerequisite for our international success. Integrating this Code fully is crucial for our global success.

This Code provides our customers* with confidence in our products, our services and our promises. Through our commitment, we ensure that we can be proud of our achievements and the perception that we are a responsible and internationally oriented company.

Our compliance officers, along with the executive board, will be pleased to answer your questions and/or hear your comments.

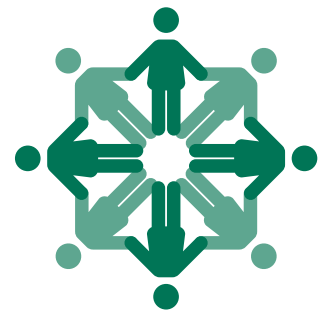
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SOCIAL RESPONSIBILITY AND SUSTAINABILITY

The success of our business is based on the principle of equal opportunity and the diversity of the people who work for us. For us, it goes without saying that no one will be discriminated against because of their gender, race, ethnic or cultural background, religion or ideology, disability, age or sexual orientation. Nor will anyone be inhibited, belittled or harassed in their freedom of action or choice.

Awareness of social responsibility is an indispensable element of our value-based corporate governance. We therefore expect our employees* to live up to this responsibility and to respect the dignity, the privacy and the personal rights of each and

every individual*. Violations of this principle of our corporate culture pose a risk to the company's most important success factors and will therefore not be tolerated.

We are mindful of the fact that our corporate actions have an impact on society and the environment. We assume this responsibility and recognize not only the positive but also the negative consequences of our actions when determining the principles for our decision-making processes. In so doing, our goal is to continue to minimize the negative impact on society and the environment.





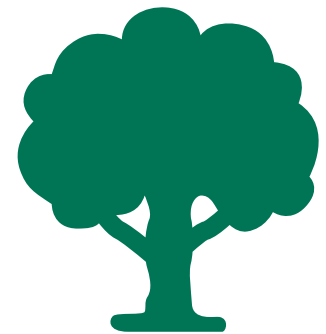
MANAGEMENT SYSTEMS / QUALITY ASSURANCE

The idea of our global integrated management system is based on establishing identical and reproducible processes within the entire Group. We thereby guarantee that our customers* can depend on finding identically high standards at each of the Group's locations.

Besides our unconditional desire to meet every customer need in all respects, Stauff Group has always paid great attention to complying with quality standards, targeting proactive health and safety at work, protecting the environment and using energy resources responsibly.

For Stauff, these issues form part of our overall understanding of our corporate culture and are therefore integral to it. That is why we understandably decided early on to focus our efforts for continual improvement on the systematic development of our management systems. We have already had these partially integrated management systems repeatedly audited by reputable, independent certification bodies. As a result, we have been successfully audited and certified to current standards, such as ISO 9001, ISO 14001, ISO 45001 and ISO 50001 on many of our sites.





ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

The standards we demand of ourselves – both as a company and for future generations – of leaving behind an environment worth living in, have already resulted in a range of projects being implemented by our employees within Stauff Group. We will continue to work hard on these improvements in the future

too. Of course, these activities are not restricted to our company. Consequently, when we are planning products, production plants and the fundamental development of our company, we involve our external partners – customers*, system partners, suppliers and any other interested parties – very closely as equals.





LABOUR LAW PRINCIPLES

a. General

We ensure fair and safe working conditions. We uphold codetermination rights and actively invite our employees* to support us in these efforts.

b. Health and Safety at Work

We guarantee the implementation of and the compliance with applicable health and safety regulations in order to protect the health and safety of our employees*.

We do not tolerate alcohol or drug abuse. To ensure the safety of all employees*, staff* may not be under the influence of substances that negatively impact responsible work or performance. This applies both when starting work and during working hours.



LABOUR LAW PRINCIPLES

c. No Smoking Rule and Prevention of Addiction

Smoking is strictly prohibited on the Stauff Group's business and factory premises.

Treating addictive disorders poses considerable challenges for those affected. We have decided that we will actively support the efforts of staff* that come to us on this issue to treat their

addiction through therapy. For sufferers of addictive disorders, it is important that after completing their therapy they are not left on their own, but rather are integrated back into the working community in order to give their lives the security and stability necessary for their success. As a company we see this as our responsibility, and stand by this.





LABOUR LAW PRINCIPLES

d. Employment of Family Members and Relatives

Our decisions regarding employment and employee development* are fair and objective. Notification of any potential conflict of interest arising from family connections, relationships or close friendships must be made prior to hiring, promotion, transfer or assignment of duties. In these cases, the immediately superior reporting line must be involved in the decision making process in order to meet our requirement of fairness and objectivity.

e. Employment of Foreign Nationals*

When employing foreign workers, the Company verifies whether the required residence permits and / or visas have been obtained and whether restrictions on employment – in terms of time or other conditions – imposed by the immigration authorities are to be observed.





LABOUR LAW PRINCIPLES

f. Child Labour

The exploitation of children is one of the worst atrocities of our time and is condemned by us in the strongest possible terms. We are expressly committed to the Convention on the Rights of the Child, and through our actions, undertake to eliminate the abhorrent practice of child labour.

If a country imposes national legislation concerning child labour that is stricter than the United Nations Convention, the Company will comply with this as a priority.





LABOUR LAW PRINCIPLES

g. Forced Labour

Human rights violations in global supply chains can occur in various forms.

We are also committed to respecting human rights and acknowledging social concerns at our suppliers' premises too.

We respect the Convention No. 105 of the International Labour Organization concerning the Abolition of Forced Labour.

This Convention provides that all necessary measures shall be taken to prevent compulsory or forced labour from developing into conditions tantamount to slavery.

Furthermore, the Convention provides for the abolition of slavery, the slave trade, slavery-like institutions and practices, as well as the complete abolition of debt bondage and serfdom.





BUSINESS AND TRADE SECRETS

We are committed to ensuring the confidentiality of our sensitive information, such as trade and business secrets and confidential internal matters, and we always adhere to this. This commitment also applies to any confidential information about our customers* and business partners*.

Innovation, technical know-how and our experience are the basis for the development and production of our high-quality

products. In order to ensure our competitive edge, we must protect our innovations and capabilities against imitation as best we can.

Sensitive corporate areas are protected against unauthorized access by third parties.





INTELLECTUAL AND INDUSTRIAL PROPERTY RIGHTS

We uphold all applicable international copyrights and intellectual / industrial property rights. All relevant and legally applicable regulations and this supplementary provision must be adhered to by our employees* in order to protect the Company.





DEALING WITH OUR BUSINESS PARTNERS* AND THIRD PARTIES

Dealing with our business partners* and third parties is based on fairness and openness.

Company staff* are forbidden to derive personal advantages from business activities. They are not allowed to ask for, accept, offer or grant any inappropriate benefit. The impression of inappropriate influence is not to be created.

Our staff* are not allowed to accept any promises or offers of benefits, and are forbidden from accepting such benefits, if a business partner* were, or might be, given the impression that our staff* would thereby be influenced in their decisions.

This statement applies to the preparation, award or settlement of a contract. It is irrelevant whether the person involved is an individual, business partner* or public official*.

It is prohibited to demand, accept or be promised rewards or gifts, whether directly or indirectly related to the employment relationship. The only exceptions are if the gift:

- is of the sort generally accepted in business circles (small token gifts)
- overall nothing should impact business decisions or interests

The Compliance Officer* will advise if any clarification is required. Gifts and invitations to employees* as a private individual (e. g. when a gift, gift voucher, etc. is sent to an employee's home address or is for the employee's* family) may only be accepted with the agreement of the line manager* or the Compliance Officer*. Gifts of cash or gift certificates are strictly prohibited.

The details of the treatment and handling of gifts and invitations are also outlined outside of this Code in a separate policy. However, it is considered common in the normal course of business to pay for or accept occasional business meals, and these are even beneficial for the cultivation of a business relationship based on friendship and trust.





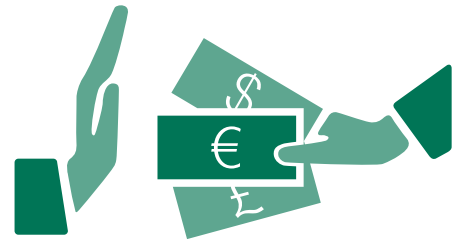
ANTITRUST LAWS

We are committed to open markets and fair competition in all business dealings. All employees* are required to comply with applicable antitrust laws.

In particular, the following are prohibited: price fixing; the exchange of sensitive information between competitors;

market sharing in the form of territorial or customer agreements and quotas; boycotts of suppliers or customers*; abuse of dominance or strong market positions through refusal to supply, cut-throat competition, the obligation to purchase entire product ranges, or discrimination.



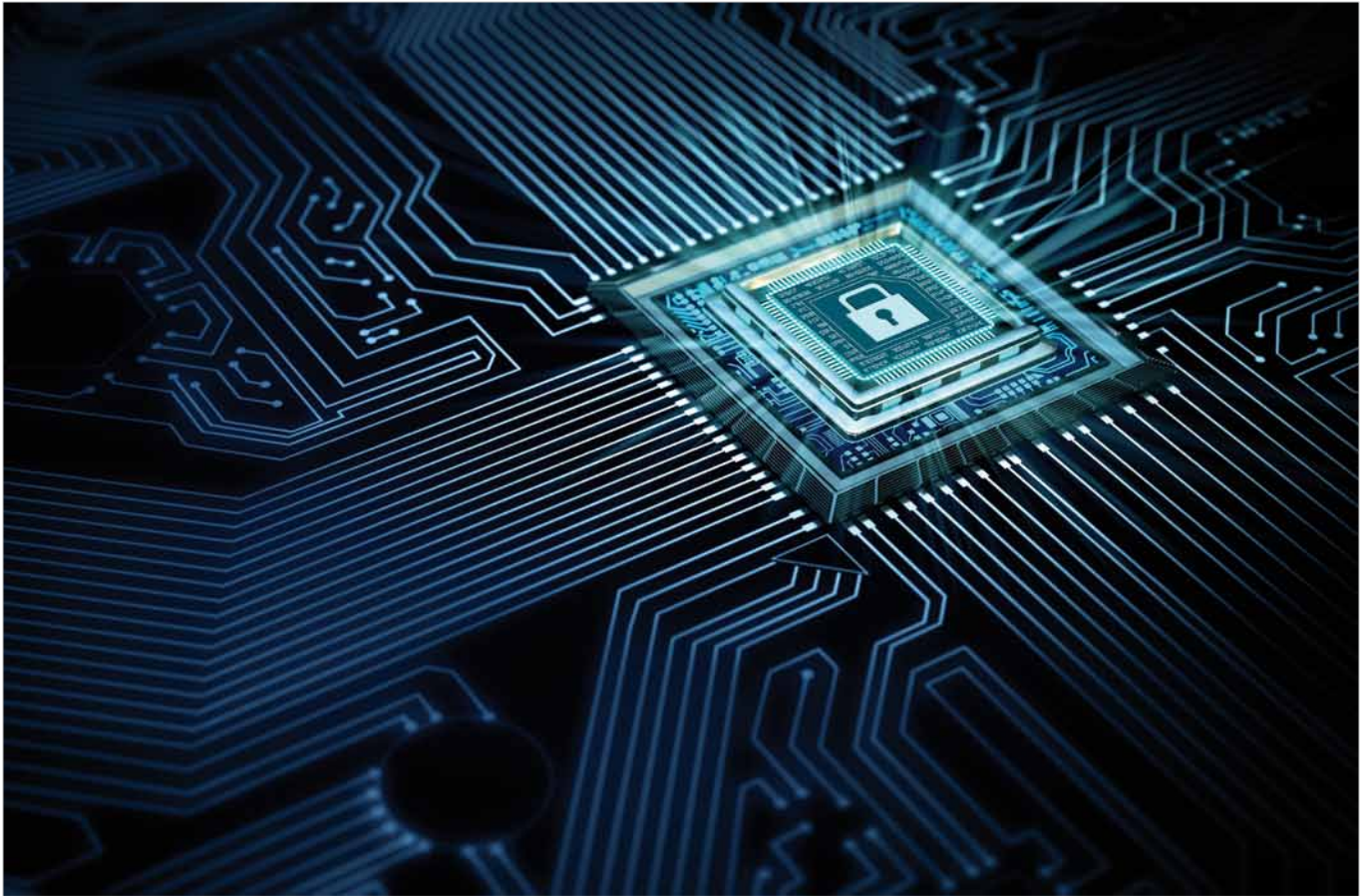


ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

All forms of corruption are strictly prohibited. The Company has established internal processes and procedures designed to identify risks and establish clear standards such as

- straightforward and transparent documentation of transactions, including all essential steps in the awarding of contracts
- compliance with this Code, the rules for dealing with gifts and other benefits as well as the works agreements in relation to all business processes
- only suppliers recognized and approved by the Company may be commissioned
- the award procedure is established prior to the selection of a supplier
- no granting of unsecured loans or trade credits to suppliers
- regular monitoring of compliance with the Code through audits
- investigation of violations
- digital archiving of the contracts and documents used in the supplier selection and regular backups of the archive
- scrutiny of tender and costing documentation to ascertain fair pricing, plausibility checks
- examination of the completeness of contract documentation and supplements to contracts (necessity, price, abnormalities, contractual penalty provisions, lump-sum claims for damages, guarantees)
- accounting audits (correct bookkeeping, with statutory audit opinions, transparent expenses and compliance with internal responsibilities)
- awareness-raising and training of employees*
- guidelines for the preparation and storage of documentation and for authorized signatories
- ongoing reviews
- Completion Reports (reporting)





IT SECURITY MANAGEMENT AND DATA PROTECTION

Details of IT security and data protection are governed by the corporate Group's IT security guidelines, the email guidelines and the telecommunications guidelines.

Company and individual agreements supplement these guidelines, which are binding upon all employees* and

independent contractors. Personal data, in particular from the employees*, shall only be collected, stored and used when necessary for specific, explicit and legitimate purposes. Data will always be used only for the purpose for which it was collected.





THE CODE OF CONDUCT IN PRACTICE

The Company has appointed Compliance Officers, from whom employees* can seek advice or to whom employees can report violations of this Code. Employees* are encouraged to immediately seek help as needed and in their own interest to report any identified violation. The supervisor* or a manager* can advise employees* or refer them to the appropriate person.

In addition, our compliance policies and principles will be made available to all employees*. The corresponding information and training material is available to all employees* and can also be retrieved from their respective supervisors*.

Notifications/reports of irregularities, suggestions and feedback to improve or optimize the Code/regulations and /or information/notification of a suspected violation of laws /regulations and our internal Code of Conduct can be communicated via the usual channels. To do this, send an e-mail to the following address:
compliance@stauff.com

Every employee* reporting a violation has the fundamental right to remain anonymous! Information can also be sent informally to the Compliance Officer*. Every employee* is also

free to contact his or her supervisor or the Human Resources Department.

All incoming messages will be checked in due course and kept confidential. Retributory actions against whistleblowers* for reporting violations are prohibited, provided they have not acted illegally.



FINAL REMARKS

Through our personal actions and the choices we make in our workplace every day, we all take responsibility for compliance with this Code, thus ensuring the sustainable business success of the Company, the preservation of jobs and the future of the Company.



WHAT THE ASTERISKS * MEAN

Note on the use of individual gender-specific designations

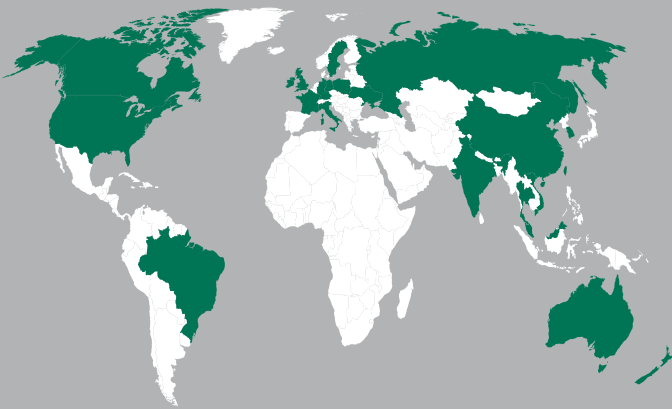
For reasons of simplified readability, we refrain from using individual gender-specific designations in media and documents printed and digitally published. Of course, all designations always apply equally to all sexes and gender identities. We are committed to equal opportunities and diversity. No one will be discriminated against because of

their gender, race, ethnic or cultural origin, religion or belief, disability, age or sexual orientation. Nor will anyone's freedom of action or choice be impaired, degraded or disturbed.

We expect all employees* and external partners to respect the dignity, privacy and personal rights of each and every one* of us.



STAUFF Code of Conduct



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STAUFF products and services are globally available through wholly owned subsidiaries and a tight network of authorized distributors and representatives in all major industrial regions of the world.

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