

Code of Conduct

Preamble

Our Code of Conduct is a guideline for all the companies within the JÖSTgroup and therefore it applies equally to each of us. On the one hand, it represents the duty we place on ourselves to live up to the values and principles listed herein and, at the same time, this demonstrates to the outside world responsible conduct towards our business partners, customers and employees.

The JÖST group is committed to ecologically and socially responsible corporate management. We expect the same behaviour from all of our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture. Furthermore, we strive to continuously optimise our business activities and our products in terms of sustainability and ask our suppliers to contribute to this.

Mission statement

We are active worldwide and have become a market-leading company with our solutions for bulk material processing. We actively support our customers with new technologies, innovative solutions and short decision-making processes.

Employees, customers and suppliers are our partners. Together we ensure the independence of the company. We believe in fair competition and provide services to our customers through reliability, local support and openness to new tasks. Our internal and external dealings are honest, communicative and goal-oriented. We engage in innovative thinking and consistently implement outcomes.

Quality

Our goal is to meet our customers' requirements. This quality concept requires a continuous review of our actions. The definition of goals and the review of their appropriateness and adequacy is an integral part of our thinking and acting. In order to ensure the well-being of our employees, customers, business partners and the environment, we regard compliance with legal and normative requirements as a matter of course. This requires the provision of the necessary resources and information.

Social responsibility

We recognise the right of all employees to organise themselves democratically within the framework of national regulations. Working hours must comply with applicable laws or industry standards. The right to adequate remuneration is recognised for all employees. Remuneration and other benefits shall comply with the respective national and local legal standards.

Exclusion of forced and child labour

We respect internationally recognised human rights. We strictly reject any form of forced, slave and child labour. Furthermore, unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, is not tolerated and should not take place.

Prohibition of discrimination

Discrimination against employees in any form is unacceptable to us. This applies, for example, to discrimination based on gender, race, caste, skin colour, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. We respect the personal dignity, privacy and personal rights of every individual.

Freedom of association

We respect the right of workers to form and join organisations of their choice and to represent their interests.

Health, Security & Environment (HSE)

The health of our employees and the preservation of the environment are of great importance to us. The prevention or minimisation of stresses and hazards to people and the environment in connection with our activities and the associated consequences is a matter of concern to us. Each of our employees promotes safety and health protection in his or her working environment and complies with occupational health and safety regulations. Every manager is obliged to instruct and support his or her employees in the fulfilment of this responsibility.

Ecological responsibility

Sustainable environmental and climate protection as well as resource efficiency are important to us.

The general protection of the environment, the efficient use of energy and the sustainable consumption of resources are important to us. The further development of existing standards is the basic principle of our actions. Compliance with national environmental legislation is our minimum requirement.

Ethical Business Conduct/Fair Competition

We accept the standards of fair business conduct, fair advertising and fair competition.

This includes compliance with applicable laws and acceptance of cartel prohibitions or restrictions on competition. This prohibits us from entering into agreements between customers and suppliers that are intended to restrict customers in their freedom to autonomously determine their prices and other conditions when reselling.

Confidentiality/Data Protection

We treat all personal data of our customers, business partners and employees with the utmost care.

This means that we collect, store, process, transmit and share personal information in compliance with data protection and information security laws and government regulations.

Intellectual property

We respect intellectual property rights. When transferring technology and know-how, we ensure that intellectual property rights and customer information are protected.

Bribery, corruption

We do not tolerate any form of corruption, bribery or any other form of advantage.

We have control mechanisms in place to prevent bribery, theft, embezzlement, fraud, tax evasion or money laundering.

Our employees are prohibited from accepting or granting favours of any kind (cash, travel, gifts, etc.) that are linked to an undue advantage (contract award, project award, etc.).

Prevention of money laundering

We comply with our legal obligations to prevent money laundering and do not participate in money laundering activities.

Export control, customs

As a global company, we comply with all national and international trade regulations and import and export control laws that affect our international business transactions. These legal requirements include economic sanctions and counter-terrorism regulations.

Each of us contributes to compliance with laws, regulations and internal rules in this area.

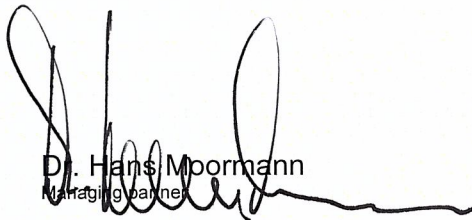
We are aware of our social responsibility in fulfilling tax obligations and are expressly committed to complying with national and international tax regulations; in this sense, we follow local tax law in the countries in which we operate.



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