



MARBACH



CODE OF CONDUCT.
THE MARBACH GROUP PRINCIPLES.



YOU ARE MARBACH

What makes a company successful?

There are many factors. Above all, it is the people who work there. Every single one of us. Because our behavior is what shapes the future of our company. It is we who develop new products. Who determine the quality of a product. Who ensure timely delivery. Who advise customers. Who look after you. And so ensure the good reputation of the Marbach company.

With our behavior we ensure the success of Marbach. Yesterday. Today. And in the future. Because the way we act creates trust in our business partners. Credibility. And reliability. And thus influences their purchasing decisions.

But to succeed, requires more than that. Namely legally flawless behavior. Of executives. And employees. Because compliance with legal and statutory regulations is paramount.

Our Code of Conduct provides binding guidelines and defines our standard for lawful and responsible conduct. It describes our behavior towards business partners and the public, but also with regard to our internal dealings with each other. Each employee is required to adhere to the principles set out in it.

The contents of our Code of Conduct do not end at our internal company borders. For this reason, Marbach also expects its suppliers and consultants to comply with the requirements of the Code of Conduct and to do this contractually. These expectations are defined in our Principles of Purchasing.

The Code of Conduct comprises 10 principles that are firmly anchored in our corporate culture. They supplement our values from The Code of Conduct and The Guiding Principles. Please take note of these and act on them in your day-to-day work. For our mutual success!

Ihr Peter Marbach



1.

COMPLIANCE WITH JUSTICE AND LAW.

We uncompromisingly obey the laws of the countries in which we operate. Compliance with applicable laws are in accordance with our core values and are independent of any threat of punishment.

We condemn unlawful behavior. Employees who act unlawfully must be aware that they themselves are at risk of prosecution.

2.

HUMAN RIGHTS.

We respect internationally recognized human rights and support their observance. We strictly reject any form of child labor or forced labor. We promote equal opportunities and prevent discrimination. We treat all employees equally regardless of sex, age, skin color, culture, ethnicity, sexual identity, disability, religion or belief.

Under no circumstances may physical or psychological violence be exercised. Psychological violence also includes sexual harassment, coercion and bullying.



3.

WORKING CONDITIONS.

The business success of the Marbach Group depends to a great extent on our employees. On all the people employed by the Marbach Group around the globe. That's why it is in the company's interest to have fair working conditions around the world - to protect all employees. We require compliance with minimum requirements with regard to working time, remuneration, work safety and freedom of association.

4.

BRIBERY AND CORRUPTION.

Improper gifts, bribes or any other unlawful payments may be neither offered nor accepted.

We are cautious with respect to accepting or giving gifts or any other benefits (such as invitations to dinner or events). But in no case may these be made in such a way that their acceptance moves beyond the framework of customary hospitality, accepted custom and courtesy.



5.

SUSTAINABILITY.

We define the concept of „sustainability“ as long-term safeguarding and further development of high standards in ecological, economic and social issues.

Environmental and climate protection, as well as resource efficiency, are important parts of our corporate philosophy. When developing new products and operating production facilities, we make sure that the impact on environment and climate is kept as low as possible. We see ourselves as an active member of society and therefore involved in a variety of ways. We are responsible for our employees, their families and our local region. Current activities and developments can be found in our CSR report.

6.

FAIR COMPETITION.

We set our business policy and prices independently. We make no unlawful agreements with competitors or other partners. Neither directly nor indirectly.

Antitrust violations must not be evaded by coordinated practices with competitors or by voting within associations.



7.

CONFLICTS OF INTEREST.

At Marbach, business decisions are made exclusively in the best interests of the company. Conflicts of interest with private interests, other economic or other activities – even of relatives or other related persons or organizations – are to be avoided from the beginning.

Without exception, the interest of the company must be at the center of all business decisions.

8.

CONFIDENTIALITY.

As a technology company, we are particularly dependent on the protection of our inventions and our expertise. That is why we treat business secrets with especial care.

We take the necessary steps to properly protect confidential information and business records from access by unauthorized colleagues and any other third parties. This also applies to information we receive from our business partners.



9.

DATA PROTECTION.

We use the personal information of our employees and contractors only for the purposes for which they were provided to us and treat them as strictly confidential.

The laws and regulations issued for the protection of personal data are fully complied with by Marbach.

10.

PROTECTION OF COMPANY PROPERTY.

Each employee is obliged to treat company property and the property of our customers carefully and only for their specific purpose.

Equipment, work equipment (such as tools, computers, office supplies, furniture and vehicles) as well as rights of use and licenses, may be used only for business purposes. An improper use for other, in particular inappropriately personal, illegal or other unauthorized purposes, is forbidden.



RULES.

Formulating guidelines alone is not enough. We have to fill these with life. Know them. And act according to them.

The rules of this Code of Conduct, form the core of our corporate culture and apply to all employees. Each employee is required to review their own behavior based on these rules and to apply them accordingly.

Here our executives take on a role model function and must behave with integrity. You should inform each employee about our values and involve them in employee training. Each supervisor is responsible for ensuring that all employees in his or her area of responsibility understand and comply with the regulations.

Each employee has the right to report violations of the Code of Conduct or other corporate policies to the Human Resources Department. The Marbach Group undertakes not to place anyone at a disadvantage for this.

Marbach Group

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