

OUR CODE OF CONDUCT

PREAMBLE

As a globally-active company, all our business relationships are based on a consistent sense of corporate social responsibility across the whole organization. Jauch is committed on a daily basis to comply with the highest corporate governance standards towards our employees as well as our customers, suppliers and everyone involved in contributing to the success of our enterprise. We conduct all our activities in accordance with social standards and current legislation. This commitment applies to the whole Jauch Group of companies: Jauch Quartz GmbH Germany, the subsidiaries Jauch Quartz France SAS, Jauch Quartz UK Ltd. and Jauch Quartz America, Inc. together with all their existing business relationships.

Our fundamental principles, with regard to the safety and health of our employees, child labor, discrimination, fair pay, corruption, bribery as well as environmental protection, are upheld in the Jauch Group Code of Conduct. Fundamental to sound business relationships, we expect everyone involved in the success of the company to comply with these administrative principles.

*The term employee applies to both male and female employees.

OCCUPATIONAL HEALTH AND SAFETY

The company guarantees occupational health and safety within the framework of current regulations and supports the continuous development and improvement of the working environment. It provides information on relevant health protection,

safety standards and safety procedures on a regular basis. Current legislation is observed. The working environment is arranged to comply with statutory regulations and to ensure the wellbeing of the employees. The Jauch Group regards a safe and healthy working environment as a matter of course because it also helps to improve the quality of all products and services.

NO CHILD LABOR

Child labor or any form of exploitation of children or young people is strictly prohibited by the Jauch Group. The company only employs persons who have reached the legally permissible age. National statutory legislation is strictly complied with.

NON-DISCRIMINATION – EQUAL OPPORTUNITIES

As an employer the company endeavors to create a working environment characterized by fairness, respect and equal opportunity. Here, the workforce also bears a responsibility to show openmindedness, friendliness and fairness towards one another and towards business partners. We value each employee equally - without regard to race, ethnic origin, gender, religion, ideology, disability, age or sexual identity. The company respects all laws relating to discrimination in the workplace and promotes diversity and equal opportunities. Equal opportunities for the employees apply to all aspects of the employment relationship, especially regarding employment, recruitment, working conditions, training, further development and remuneration.

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FAIR PAY

The remuneration paid to all Jauch Group employees conforms to legal requirements including the law on minimum wage, standard working hours and overtime. The Jauch Group supports employee qualification to ensure a high level of performance and high-quality work.

PROHIBITION OF BRIBERY AND CORRUPTION

The Jauch Group rejects, prohibits and does not practice any form of bribery or corruption. Bribes or non-cash benefits which offer, promise or grant illegal advantages are forbidden and therefore not tolerated. We conduct our business relationships in such a manner that no personal dependencies, obligations or influences can arise. In countries, where the exchange of gifts is customary and courteous, we take care to ensure that such exchanges do not create any kind of binding dependence at all and that national standards and regulations are observed. The highest degree of integrity is expected in all business activities and relationships.

NATURE CONSERVATION AND ENVIRONMENTAL PROTECTION

Nature conservation and environmental protection are extremely important to the company. Only in a stable environment will we be able to continue carrying out our business activities in the long term. National standards and regulations are observed

and complied with. Relevant standards and procedures for the transportation, storage and disposal of batteries are followed. The same compliance applies to waste management, the handling and disposal of chemicals and other hazardous substances, emissions and waste water treatment.

IMPLEMENTATION OF THE CODE OF CONDUCT

Jauch Group managers and employees are familiar with the Jauch Code of Conduct. Managers and employees are expected to act in line with the Code at all times. The Executive Board is responsible for the drafting, implementation and monitoring of the Jauch Code of Conduct. The first point of contact for any employee regarding questions, concerns or advice is their respective manager. Any important information provided by the employee, relating to the Code of Conduct, will be passed on by the manager to the Executive Board, so that appropriate action can be taken.