ZILLER Holding
GmbH & Co. KG

Code of Conduct

Preamble

Ziller Holding is committed to conducting its business activities in a responsible and ethical manner. This Code sets out the basic rules of conduct that all employees and business partners should follow. Our values are based on integrity, respect, responsibility and sustainability. We are convinced that these values form the basis for our long-term success and the trust of our customers, partners and society.

1. General principles

Integrity and honesty

Integrity and honesty are the cornerstones of what we do. Every employee of Ziller Holding is committed to acting honestly, transparently and reliably. We do not give false or misleading information and are committed to complying with all applicable laws, regulations and internal policies. We expect our business partners to respect and implement these principles as well.

Fair competition

Fair competition is essential for us. We are committed to respecting the principles of free and fair competition. We strictly reject unfair business practices such as bribery, price fixing or manipulation. We obtain and use market information and competitor analyses exclusively in a legal manner. Our competitiveness is based on the quality of our products and services as well as on the satisfaction of our customers.

2. Dealing with each other

Respect and fairness

We create a working environment based on respect and fairness. All people, regardless of gender, age, nationality, religion, sexual orientation or other characteristics, are treated equally. Discrimination, harassment and bullying in any form will not be tolerated and will be actively prevented. We promote an open, inclusive and appreciative corporate culture.

Teamwork and communication

Successful teamwork and clear communication are crucial to our company‘s success. We encourage open and constructive communication where every opinion is respected. Conflicts are resolved respectfully and fairly. We actively support teamwork and mutual help within the company.

3. Dealing with business partners/ third parties

Customer Orientation

The satisfaction of our customers is the highest priority. We strive to provide high-quality products and services that meet the expectations and needs of our customers. Customer inquiries and complaints are handled promptly and professionally. Our goal is to build long-term and trusting relationships with our customers.

Responsibility towards business partners

Our business partners are an integral part of our success. We carefully select business partners and ensure that they share our ethical standards. Fair and transparent business relationships are of great importance to us. We do not accept or make any gifts or gratuities that could give the appearance of being influenced.

4. Protection of company assets

Protection of information

The protection of confidential information and trade secrets is our highest priority. Every employee is obliged to keep confidential information secure and only pass it on to authorized people. We strictly adhere to data protection regulations and internal company guidelines for the protection of data. No inside information will be used for personal purposes.

Dealing with resources

We use our company's resources responsibly and sustainably. Company resources are used efficiently, and waste is avoided. We protect the company's tangible assets, finances and intellectual property. All employees handle work equipment and facilities responsibly.

5. Social and environmental responsibility

Sustainability

Sustainability is an integral part of our long-term corporate development. We are committed to using resources efficiently, continuously improving our processes, and extending the service life of our products and equipment. We are committed to minimizing environmental impact and promoting sustainable business practices. When selecting and implementing technologies and processes, the respective operational requirements are taken into account. We take environmental and resource considerations into account when developing and improving our products and services.

Social responsibility

We take responsibility for the communities in which we operate. This includes supporting social projects and initiatives. We maintain high ethical standards in all aspects of our business. We promote education and social programs that contribute to the development and prosperity of society.

6. Compliance and Implementation

Accountability

Every employee of Ziller Holding is responsible for compliance with this Code of Conduct. Everyone is obliged to regularly inform themselves about the contents and requirements of the code. Violations of the code must be avoided and, if necessary, reported. Each individual actively contributes to the promotion of a corporate culture based on the principles of this Code.

Reporting of violations

We encourage our employees to report violations of this Code of Conduct. To this end, we offer confidential and secure reporting channels. Whistleblowers are protected to ensure that they do not experience any disadvantages. All reported violations are carefully investigated, and appropriate action is taken in the event of confirmed violations.

Concluding remark

This Code of Conduct is an essential part of our corporate philosophy. Ziller Holding is committed to continuously reviewing and adapting this code to meet high ethical standards. By adhering to these principles, we jointly contribute to the long-term success and positive perception of our company.