

PERSONAL RESPONSIBILITY



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Open, honest, respectful, enthusiastic and fair

CODE OF CONDUCT (DNA)



We base our actions on the five principles in our Code of Conduct as well as on the guidelines of a living corporate governance system.

LEADERSHIP RESPONSIBILITY



We internalise the five principles from our Code of Conduct in our leadership DNA and set a good example for our employees as self-reliant leaders.

COMPLIANCE



We safeguard the interests of EXTRAMET in our personal dealings with our business partners and do not claim any advantages from third parties in the form of gifts, commissions or other preferential treatment. It is one of our fundamental principles that all employees act in accordance with competition and antitrust regulations. This includes, in particular, refraining from price fixing and the exchange of sensitive information and company-specific expertise with our competitors.

APPENDIX ON "PERSONAL RESPONSIBILITY"

CODE OF CONDUCT (EXTRAMET DNA)

Employees: We are open to new things and face the daily challenges. We perceive changes in our environment as an opportunity to develop ourselves personally and thus also EXTRAMET in a sustainable way. We maintain honest communication with our colleagues and contribute to a healthy culture of discussion and debate. We respect the opinions of our fellow human beings and express ourselves honestly on topics that move us. We treat each other with respect, decency and tolerance. We promote a collegial working atmosphere through our behaviour, stand for equality and tolerate neither bullying nor harassment or discriminatory behaviour in our environment. We want to make our customers better. To this end, we motivate ourselves and our colleagues for our tasks and challenges. We shape the future of EXTRAMET together with a sense of duty and commitment. We strictly comply with laws, regulations and directives, are committed to the values and principles at EXTRAMET and ensure that we use our resources and our environment responsibly. We are a reliable partner to those around us, acting with thought and foresight both in the workplace and in our private lives.

Leaders: We are open to the ideas and suggestions of our employees. We recognise their expertise and promote their potential through targeted training and development. We involve our employees in our decision-making and encourage an honest expression of opinions through constructive and objective feedback. We promote a good team spirit and resolve interpersonal conflicts appropriately and with the involvement of our superiors. We treat our employees equally and do not tolerate special treatment unless it is justified by physical or mental limitations. We set a good example, inspire our colleagues with our own sense of duty and commitment, and value exceptional performance by our employees. We monitor strict compliance with laws, regulations, directives and values. We are responsible for the careful and economical use of all available resources.

