

### Introduction & Scope

This Code of Conduct sets standards to create working conditions in our business as well as in the supply chain that ensure workers are treated with respect and dignity and that business is conducted in an environmentally and ethically responsible manner.

This Code of Conduct applies to all employees of FILTROP AG and all organisations acting on behalf of FILTROP AG.

We expect all our business partners to take conscious note of the contents of this Code and to act in accordance with the standards contained therein.

All employees are responsible for communicating the contents of this Code to all suppliers, subcontractors and organisations that have a business relationship with us.

Every employee shall know the contents of this Code and act in accordance with its principles.

This Code of Conduct is based on international standards for fair business.

Many of our internationally active customers feel a strong sense of ethical responsibility in terms of environmental impact, prudent use of natural resources and respect for human rights and decent working conditions.

This sustainability effort extends to the entire supply chain. As a supplier and partner, we fully support this endeavor. We are expected to comply with both local legislation and the principles of our customers' codes of conduct. We also communicate these principles in our supply chain and demand compliance with them. In exceptional cases, we reserve the right to terminate the business relationship with a supplier if the supplier violates the principles of the code of conduct communicated here in.

### Work

FILTROP AG, together with its suppliers, is committed to upholding the human rights of workers and treating them with dignity and respect as understood by the international community. This applies to all workers, including temporary workers, student workers, contract workers, permanent workers and all other types of workers.

We do not tolerate forced labour, including bonded labour and modern forms of slavery or any form of human trafficking.

The use of child labour in any form is prohibited.

Brutal or inhumane treatment of workers is not permitted. This includes sexual harassment, sexual abuse, physical reprimands, mental or physical coercion and verbal assault. This also applies to threats of such treatment.

Any kind of discrimination or harassment based on skin colour, gender, age, sexual orientation, ethnicity, disability, illness, religion, political or trade union affiliation is not permitted.

Workers should be able to communicate openly with management without fear of discrimination, reprisal, intimidation or harassment, and to raise ideas and concerns about working conditions and management practices.

### Health and safety

The prevention, control and avoidance of hazards in the workplace is an essential part of our responsible actions. Every employee is responsible for safety in his or her work area. Safety regulations must be implemented and strictly adhered to. Our safety expert guarantees this.

All staff are required to show initiative and develop hazard awareness that is not only in their interest, but also in the interest of all staff. Potential emergency situations and events shall be identified and assessed. Their impact shall be minimised through the implementation of emergency response plans and procedures. The focus of these plans and procedures shall be to minimise harm to life, the environment and property. Every employee is required to report existing or potential hazards and sources immediately and, if possible, to eliminate them themselves. If the safety of workers is not guaranteed, we will stop work until the hazard, damage or defect has been rectified.

### Environment

Environmental protection is one of our essential corporate tasks.

We consider it our duty not only to fulfil the legal and official requirements regarding the protection of our environment, but rather to take all precautionary measures feasible for us in order to make environmental protection as sustainable and effective as possible, also in the interest of future generations.

These include, but are not limited to:

- Economical use of natural resources
- Motivation of our employees to act in an environmentally sound manner and to actively participate in the continuous improvement of operational environmental protection
- Restricting / limiting environmentally hazardous substances to a minimum
- Whenever possible, replacing hazardous substances with non-hazardous or less hazardous substances.
- Selection of suppliers who have implemented an environmental management system (if possible).
- Informing customers and the public about all environmental aspects of the company and our products
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### Ethics

We and our suppliers must adhere to the highest ethical standards in order to fulfil our social obligations and position ourselves successfully in the market.

The highest standards of integrity shall be applied in all business activities.

We pursue a zero-tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Compliance with applicable anti-corruption laws is to be ensured.

Bribes or other means of obtaining an improper or inappropriate advantage shall not be promised, offered, authorised, paid, used or accepted. The standards of fair business, fair advertising and fair competition shall be observed. Appropriate means shall be available to protect customer information.

We are obliged to respect national and international trade regulations. This particularly concerns:

- Customs provisions as well as the provisions supported by the international community to prevent the production and distribution of chemical, biological and nuclear weapons and their ancillary systems
- The prohibition of export and re-export of certain products, technologies and services to certain states, organisations or persons for the prevention of criminal acts of violence against people or property

Trade or transactions with persons who have been identified as being connected with terrorist activities, belonging to terrorist associations or groups or having close ties to them are prohibited.

### Violations

The rules of the Code of Conduct are addressed to all employees, including the management and all executives. Every person has the right to report violations - including those by superiors - to the appropriate persons. In the event of reports of violations, we will take appropriate measures for proper clarification.

Balzers, 27.01.2021

A handwritten signature in blue ink, appearing to read 'D. Frick', is positioned above the printed name.

Frick Dominik  
General Manager  
FILTROP AG