



## Climatex AG – Code of Conduct

### Ethical Values

#### Integrity

Our reputation is based on the ethical values representing integrity, trustworthiness, discretion, fairness and professionalism. We respect the interests of our customers, business partners, employees, suppliers, regulators, competitors, the media and the public.

#### Sense of responsibility

We fulfil our obligations and assume personal responsibility for our actions. We live by the management principles of Climatex AG and encourage self-initiative in all employees at every level.

#### Fairness

We treat our customers, business partners, employees, authorities and the public with politeness and respect. We promote equal opportunities and a working environment free from discrimination and harassment of any kind. We recognise no attribution of blame and we discuss first and foremost the matter at hand, not individuals.

#### Legal conformity

We adhere to all relevant laws, official requirements, regulations, guidelines and standards. This applies to our products as well as our procedures, because protection of people and the environment is a fundamental precept for us which results from ethical as well as legal principles.

#### Sustainability

The responsible handling of natural resources is a strategic business goal. Climatex AG is a responsibly acting business in Switzerland which lives by mandatory ecological, economical and social standards along the entire supply chain.

#### Discretion

We treat confidential information with care. All private information concerning the company, our customers or employees is handled according to the data protection regulations. Knowledge of in-company plans may only be used for business purposes and not passed on to third parties.

### Performance-related Values

#### Service

We view our task as providing our customers with a high added value. We achieve this through intensive communication with our customers as well as competent specialized knowledge and customer-oriented service. We maintain a constructive, transparent and open dialogue supported by fairness, mutual respect and professionalism.

#### Top performance

Through the continuous development of our business activities and know-how we strive for top performance. We regard problems or mistakes as an opportunity to continually improve ourselves.

#### Teamwork

To effectively meet market demands we work together in projects, team-oriented and cross-departmental.

#### Commitment

We recognise the contribution to the success of our company made by our employees. We take account of personal contribution to achieving goals, leadership and supervision together with team performance. With continuous effort and commitment every employee contributes to achieving our common goal. Climatex AG's "Mission Statement" is the basis for our conduct and company-wide yardstick for the evaluation of practices and their results

#### Risk culture

To secure our business activities in the long term we regularly investigate possible risks. In the interests of the company and for its protection we place the greatest emphasis on the objective evaluation of all potential risks with clear management responsibility.

#### Profitability

We are committed to a sustainable profitability which allows us to implement our strategies, make long term investments, remunerate our employees fairly and achieve an attractive return for our company members. However, we place the adherence to laws and regulations as well as our ethical values over profit making.