

# Code of Conduct

Rhein-Getriebe GmbH is an innovative mechanical engineering company specialized in the development, manufacturing and distribution of high-quality drive technology for industrial applications.

Our goal is to create long-term value for our customers, employees and partners through quality, sustainability and technological excellence.

## 1. Corporate Mission Statement

*We are committed to:*

- Honesty, fairness and transparency
- Quality and reliability in products and processes
- Sustainable business practices and responsible use of resources
- Respect for people and opinions

## 2. Quality and Customer Satisfaction

- Our products stand for longevity and maximum safety
- We comply with all legal and customer-specific quality requirements. Safety related incidents and risks are reported immediately
- We ensure our competitiveness through continuous improvement and innovation. Every employee shares this responsibility.

## 3. Sustainability and Environmental Responsibility

- We are committed to sustainable and environmental conscious business practices
- We optimize our production processes for material efficiency and resource conservation. Resources such as water and raw materials are used efficiently
- We use environmentally friendly materials and promote recycling and reuse

## 4. Climate Protection

- We are committed to reducing greenhouse gas emissions and expect the same from our stakeholders
- In particular, the use of fossil fuels is reduced as far as possible or made as efficient as possible
- We rely on renewable energy sources for our production processes.

## **5. Employees and Corporate Culture**

- Our employees are our most reliable asset – we support their development and provide a safe and respectful working environment
- Team spirit, personal responsibility and mutual appreciation shape our corporate culture
- Equal opportunity, diversity and inclusion are key components of our HR strategy
- Bullying, intimidation, sexual harassment and any form of discrimination will not be tolerated.

## **6. Innovation and Technology**

- We continuously invest in research and development to drive technological innovation
- Digitalization and automation are key areas we promote for our products and services
- We work closely with universities, research institutions and partner companies

## **7. Occupational Health and Safety**

- The safety of our employees has top priority – we rely on preventive measures and training
- Ergonomic workplaces and health-promoting programs are part of our corporate health management
- We comply with all legal requirements for occupational health and safety.

## **8. Responsibility Toward Society and Partners**

- We act ethically, fairly and transparency in all business relationships
- We select our suppliers and partners based on strict criteria and expect compliance with social and environmental standards
- We are involved in social projects and support the local economy

## **9. Compliance and Legal Certainty**

- We consistently comply with all legal and regulatory requirements
- Our Code of Conduct ensures that all employees and business partners act according to ethical principles
- Corruption, bribery and unfair business practices have no place in our company.