



## 1. Introduction

Within the RP GROUP (RP-Technik GmbH, hereinafter always referred to as the RP Group), we have set ourselves the goal of developing and bringing to market innovative products and solutions with very practical benefits to enable our customers to enjoy even greater success.

This also creates the basis for steady, profitable growth and a long-term, sustainable increase in the value of the company and allows the RP GROUP to remain an independent family business for future generations.

Our actions are based on individual responsibility, sincerity, loyalty and respect for other people and the environment. Management bear particular responsibility in this respect.

The **Code of Conduct** outlined below illustrates these principles. This code aims to avoid situations where the honesty of our actions and trust in our products and services could be brought into question. We also want to encourage all members of staff to take personal responsibility for their actions and provide guidance on how to do this.

This **Code of Conduct** lays down the basic rules, standards and behaviours needed to achieve these aims.

The **Code of Conduct** applies to everyone who works in or for the RP GROUP. This includes management, employees (including temporary agency workers etc.) and other people working for the RP GROUP.

If the RP GROUP is mentioned in the **Code of Conduct**, this means all companies controlled directly or indirectly.

## 2. Honest and compliant business management – compliance with rules and legislation

We consider compliance with national and international legislation and internal specifications to be the main principle of commercially responsible conduct. We observe legally binding prohibitions and obligations at all times even if they result in short-term financial disadvantages or difficulties for a partnership, individual companies or individual people.

Managers act as role models. They take responsibility for their own behaviour and the behaviour of staff within their area of responsibility. They are also responsible for correct compliance with all procedures intended to avoid reputational and legal risks. They must take the necessary and appropriate measures to ensure full compliance with the code of conduct during the course of our business practices and procedures.

All employees are assisted in recognising and observing all relevant legislation and regulatory requirements within their work environment.

All employees are required to act honestly and fairly in their work environment and to avoid any conflict between their personal interests and the business interests of the RP GROUP or those of our customers.

All employees are expressly encouraged to talk to their superiors if they find that anyone is acting in a manner which may not be compliant with relevant regulations. This can prevent minor problems turning into major ones. No employee who voices concern in good faith need fear any negative consequences – even if their concerns prove to be ungrounded. Company management is responsible for ensuring this. Concerns can also be voiced anonymously.







