

## **Social responsibility**

At Metabo, we are conscious of our social responsibility, and we base our actions on universal, ethical values and principles, in particular integrity, legality, respect for human rights, openness and non-discrimination due to race, religion, world view, gender and ethics. We reject corruption and fraud, and stand for fair competition. Sustainable business practices and protecting our employees are a key part of our corporate culture, to ensure health and occupational safety.

All of our employees are responsible for complying with this Code of Conduct and with the following principles. Metabo lives out these principles and ensures they are complied with, even when the regulations we have established for ourselves exceed legal requirements. Likewise, we require our customers and suppliers to observe the requirements of our Code of Conduct.

### **Legal compliance**

We comply with applicable laws and other regulations applicable to the company, no matter what country we are working in.

In particular, we observe relevant laws and regulations on imports and exports, not only in conjunction with our products, but also with all kinds of freight and technology.

### **No fraud and corruption**

We reject fraud and corruption in accordance with the UN Convention and with national regulations. We promote transparency, acting with integrity and responsible management and controlling within our company in an appropriate way.

### **Fair competition**

We follow clean, recognized business practices and ensure fair competition, and we focus on professional behavior and high-quality work.

### **Occupational safety and health protection**

We ensure that labor and employment laws are observed.

We protect our employees against workplace hazards, and support health promotion measures.

Wages, social benefits and work hours fulfill at least the local statutory standards and requirements.

## **Compliance with basic and human rights**

We work to ensure compliance with basic rights and with the International Bill of Human Rights. We do not tolerate discrimination of any kind, for instance due to national or ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or worldview. We support equal opportunity.

We support the prohibition against forced labor of any kind. In addition, we protect our employees against physical punishments and physical, sexual, emotional or verbal abuse or harassment.

We work to protect and ensure the rights to freedom of opinion, free expression and the freedom of assembly.

Our company complies with the prohibition against child labor and observes legal regulations on the minimum working age.

## **Environmental protection**

Our products, services and processes are designed to ensure environmentally-friendly practices. We respect environmental requirements at all of our sites and handle natural resources responsibly.