SIEGERT THINFILM TECHNOLOGY

BUSINESS CODE

As a globally operating company, it is a matter of course for us to act responsibly towards the environment and society with the same basic principles on the market worldwide.

The business code below lays down minimum requirements on this basis, which can be supplemented to suit national needs.

1. Relevant existing laws and other national and international regulations form the natural foundation for our actions.

2. We take the relevant societal, cultural, political and social frameworks into account.

3. For us, human dignity rules out any kind of discrimination, force or harassment. It also means that workers should be free to join associations and to exercise this right within the framework of the law.

4. For us, the relevant regulations on the protection of children and young people as well as on the protection of labour and health are both a request and a requirement to implement these human rights.

5. Confidentiality is a central prerequisite for a fair and cooperative partnership. This includes respect for the privacy of each individual, including their personal data.

6. We stand by the principles of a free market economy and are therefore committed to open and fair competition. We neither engage in nor tolerate any form of corruption or other improper influence over others' freedom to make decisions.

7. We develop and produce safe and reliable quality products to ensure an efficient, sustainable and successful future.

8. In compliance with national and international environmental standards, we avoid negatively impacting the environment, observe requirements regarding the origin of raw materials and use resources responsibly and efficiently to contribute to sustainable development.

9. We give employees and other interested third parties confidential access to a process for reporting potential breaches of these principles.

10. Independently of any legal obligations, we expect our business partners to comply on their part with the fundamental guidelines of these principles and to actively ensure that their own business partners also comply with these guidelines and respect them.
    We will not cooperate with individuals, companies, or institutions that we know do not meet these minimum