

CODE OF CONDUCT

The Adam Hall Group Code of Conduct is based on a commitment to keeping basic social, ethical and societal values. The management and the employees therefore demonstrate a full and constantly evolving understanding of internationally applicable legal and human rights guidelines in all business processes of the Adam Hall Group. The hard-earned success of all our business activity is therefore directly linked to the socially and morally responsible way we treat our staff and business partners.

As an internationally active, quality-conscious and innovative company, the Adam Hall Group pursues a holistic approach to doing business based on fundamental values such as fairness, respect, reliability and transparency. In accordance with this, all business processes should be open and assessable – for customers, suppliers, staff and the public alike; and in any country. For this reason, the Adam Hall Group is committed to constant, inter-departmental quality management to ensure its business activities always comply with the following guidelines and values.

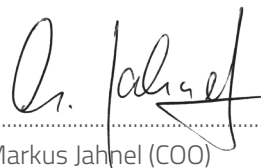
The unshakeable corporate values at the Adam Hall Group include:

- Respecting human rights
- Ethical, moral and social responsibility towards customers, business partners and staff
- Reliability, fairness and transparency
- Striving for innovation and quality
- Adhering to laws and social norms at national and international level
- Banning corruption of any kind
- Not allowing child labour or forced labour
- Protecting the environment through ecologically sustainable activity
- Protection of intellectual property

The above company values form the basis and are a prerequisite of, potential or existing collaboration with business partners.



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Alexander Pietschmann (CEO)



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Markus Jähnel (COO)