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ESPERA

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# CODE OF CONDUCT





Dear valued partners,

ESPERA-WERKE GmbH is a worldwide operating family-owned company with its headquarter in Duisburg / Germany. ESPERA-WERKE GmbH is represented worldwide by subsidiaries as well as by distribution partners.

With our product solutions we set standards in the fields of weighing technology, labeling, inspection technology and industrial software solutions. The main application focus of the ESPERA product portfolio is the manufacturing food industry. Our global network of sales and service partners supports customers worldwide in the planning, installation, and servicing of ESPERA machines and software solutions.

When developing our products, we always focus on the requirements and needs of our customers as well as on safety in everyday production. Due to our international corporate structure, it is our most important task to always communicate to our employees, partners, and customers the importance of product functionality and product safety as well as the relevance of environmental protection and sustainability. This responsibility includes the compliance with worldwide legal guidelines, but also the compliance with values and guidelines, which are complementary to the legal guidelines, for the company ESPERA. We expect our business and cooperation partners, suppliers and employees as well as other service providers to adhere to the legally applicable guidelines as well as the values and guidelines of ESPERA and to represent the corresponding obligations in their area of responsibility.

Detected breaches of guidelines will not be tolerated by ESPERA and its companies. In this regard, we reserve the right to terminate a contractual relationship or to take legal action against.

The ESPERA Code of Conduct listed in this document cannot anticipate every issue that may arise and therefore does not exempt anyone from personal responsibility. It serves as a guideline for acting at and with ESPERA.

Marcus Korthäuer, Managing Director & Shareholder ESPERA-WERKE GmbH

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## OUR ETHICAL RESPONSIBILITY & COHESION

### HEALTH & SAFETY IN THE WORKPLACE

The health of our employees is our most valuable asset. For this reason, ESPERA-WERKE GmbH ensures healthy and safe working conditions.

All workplaces are equipped accordingly in terms of ergonomics and accident prevention. In addition, ESPERA offers various preventive measures for employees. At the Duisburg location, for example, subsidized memberships in a fitness center or individual coaching options are available. The overriding aim here is to ensure the safety of employees in the workplace and their physical and mental health.

### RESPECT FOR HUMAN DIGNITY

*„Dignity of the human being is inviolable. Respecting and protecting is the task of all state authority.“*

ESPERA respects human dignity and is committed to upholding human rights and dignity. All employees of the company are obliged to ensure that these rights are observed.

### EQUAL OPPORTUNITIES AND PROHIBITION OF DISCRIMINATION

No one may be discriminated against ethical or national affiliation, race, gender, religion, ideology, age, disability, sexual orientation or other characteristics.

ESPERA does not tolerate any form of discrimination and stands for equal opportunities in all areas of the company. Any form of discrimination will be consistently punished.

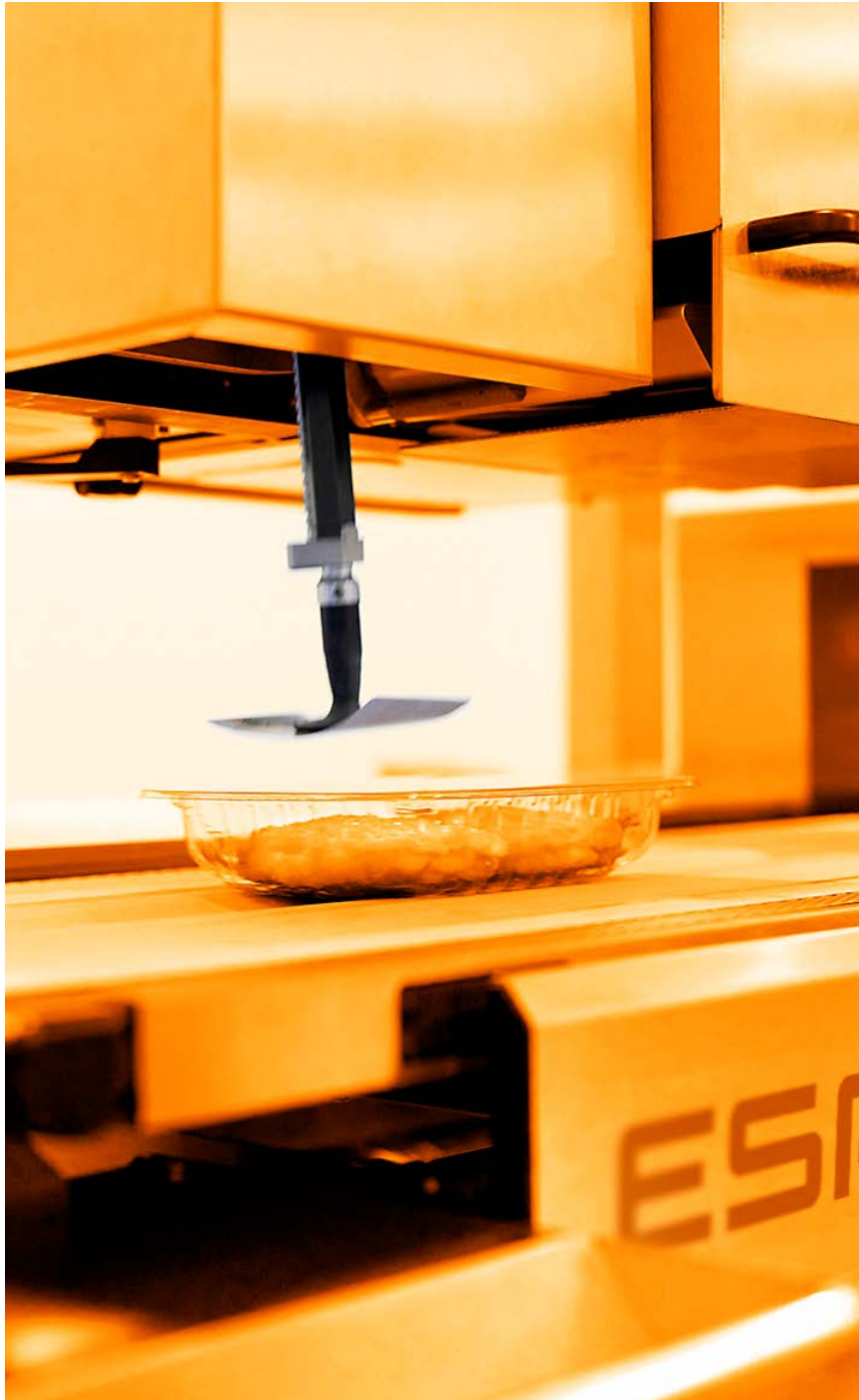
### PROHIBITION OF EXPLOITATION, FORCED LABOR, CHILD LABOR AND SEXUAL HARASSMENT

ESPERA does not tolerate any form of exploitation, forced labor, child labor or violation of sexual self-determination.

This applies to both, verbal and physical forms of harassment. Likewise, intimidation or violence in the workplace or in dealings with one another will not be tolerated in any way. This applies to both, physical and psychological forms of intimidation and violence. ESPERA expects dignified and respectful treatment of each other at all levels of cooperation. In case of violation, ESPERA will take appropriate disciplinary action. The selection of our suppliers is strictly based on these principles.

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## BUSINESS & TRADE / EXPORT CONTROL

### COMPETITION & ANTITRUST LAW

Competition is the engine of technical progress and serves the welfare of consumers.

As the origin of new technologies and standards, competition is an integral part of our everyday lives and also serves to measure the performance of different product solutions. It is important to deal fairly with competitors and market companions.

ESPERA rejects any anti-competitive and abuse of market-dominating measures as well as price and offer agreements. ESPERA does not tolerate any form of violation of competition or antitrust laws.

### ANTI-CORRUPTION & MONEY LAUNDERING

Influencing business partners, decision makers, authorities and government institutions is completely prohibited.

Likewise, it is forbidden to create advantages for oneself in business dealings. This applies to influencing through promises, gifts, hospitality, invitations, donations or sponsorships.

Promotional gifts, for example, may not exceed the legally prescribed limits. Consultancy and services must always be financially compensated.

Donations for political purposes are completely prohibited. Donations and sponsorships for non-political events are only possible in consultation with the general management and after review and in accordance with all legal guidelines. Similarly, non-political donations and sponsorships must also comply with the guidelines of this Code of Conduct.

### BUSINESS PARTNER POLICY

Due to its international business activities, ESPERA deals with many worldwide business and distribution partners and suppliers. Business partners are selected with care. Care must be taken to ensure that a contractual set of rules exists between ESPERA and the relevant business partner in order to avoid conflicts of interest. The criteria of integrity, quality, product safety, reliability, creditworthiness and price must be observed.

All business partners are obliged to adhere to the ESPERA Code of Conduct and require their employees and suppliers to comply with it. In particular, where ESPERA companies procure works and services from these partners, it is expected that all tax and social security rules are observed and that the minimum pay is complied with.

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## SUSTAINABILITY

### COMPANY AND WORKPLACE

Sustainability and environmental awareness have a strong influence on our daily work.

In their daily work, all ESPERA employees are encouraged to use resources sparingly and consciously and to promote digital processes. Within the scope of its spatial and structural possibilities, ESPERA continuously

implements resource- and environmentally friendly measures for everyday working life. This applies to everyday office life as well as to everyday work in the areas of production and logistics.

### PRODUCTS

For ESPERA, the product life cycle is understood to mean everything from the creation of a product to its disposal.

Durability of machines is an important factor in making products sustainable. ESPERA already pays attention to important, sustainable features of a machine during the product design phase. In addition to durable design, attention must also be paid to installing low-consumption components and achieving savings in the energy balance during the product development process.

Compliance with product-related environmental protection regulations is a matter of course and is guaranteed along the entire supply chain. We and our distribution partners also pay the utmost attention to the observance of non-product-related environmental protection regulations (such as packaging, batteries, recycling) as well as a favorable CO<sub>2</sub> footprint of our products.

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## MISSION & GOALS

Our employees are our most important asset. Only with a strong team we can achieve goals such as innovation strength, quality leadership, service of excellence and digitalization. We want to make end-of-line processes in the day-to-day production of the food industry efficient with our weighing and labeling solutions and automated quality control. Thereby we want to help our customers to maximize process reliability.

## TOGETHER WE ARE SUCCESSFUL

We want every employee to know what part he or she plays in ESPERA's success and what performance is behind it. Management and supervisors always ensure

transparency towards employees and regularly communicate goals and milestones to employees. The targets per team and per person are known to each employee.

## SERVICE OF EXCELLENCE

Our success is not only characterized by technically high-quality and high-performance machines. For sure, it is one important factor. But we see the cooperation with our customers as a long-term partnership and not

as a single business. For this reason, service and after sales project support at the highest level and the best support, even after the purchase of an ESPERA system, have top priority for us.

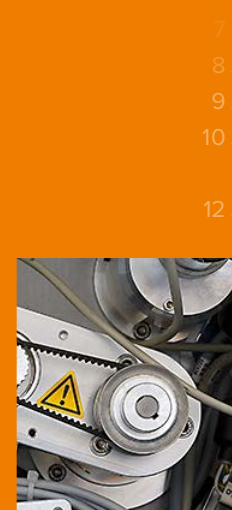
## INNOVATION & QUALITY

ESPERA products are since more than 100 years well known for highest quality and innovative strength. We set trends in the fields of weighing technology and labeling technology, which regularly establish themselves as the

industry standard. With hundreds of patent solutions worldwide in the field of weighing and labeling we give the proof for our innovation power.

## DIGITAL MACHINE TECHNOLOGY

ESPERA sees itself both, as a machine manufacturer, but also as a provider of digital and networked machine solutions. Digitalization is an important pillar for enabling customers to increase efficiency in relation to their production process while at the same time creating transparency in machine availability.



## SERVICE OF

## EXCELLENCE



## INNOVATION POWER



## DIGITALIZATION



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# ONE STEP AHEAD.

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