



Code of Conduct

This Code of Conduct defines the principles and requirements of FerRobotics for its employees, suppliers and business partners.

FerRobotics develops innovative products and solutions and manufactures technically sophisticated products that meet the individual needs of our customers.

- FerRobotics researches, develops and works for the benefit of the people who use our products.
- FerRobotics strives to ensure that our products meet the highest requirements in terms of safety, health, environment and quality (SHEQ - Safety, Health, Environment, Quality).

Ethical Procurement

- Suppliers and service providers enable FerRobotics to provide its customers with products and services.
- The ethical behavior of our suppliers is also closely monitored by our external partners and interest groups and can have an impact on how FerRobotics itself is perceived.
- FerRobotics will carefully select suppliers based on their performance.
- FerRobotics encourages its suppliers to comply with legal requirements and to act in a manner consistent with this Code of Conduct.

Fair competition, antitrust law and intellectual property rights

- Acting in accordance with national and international competition laws
- No participation in price agreements, market or customer allocation, market or offer agreements
- Respecting the intellectual property rights of others

Protection of trade secrets

- The intellectual property of our company represents a competitive advantage for FerRobotics.
- Confidential information is critical to the success of our company.
- Innovative products and solutions are important for the continuous growth of our company.
- FerRobotics develops valuable, non-public ideas, strategies and other business information, i.e. intellectual property that belongs to FerRobotics and must be protected.
- The misuse of confidential information by third parties can expose FerRobotics and its employees to risks.
- Confidential information is protected by various laws.
- Employees must take reasonable steps to protect confidential company information that they hold.
- FerRobotics will not use confidential information of other companies.
- All inventions made by FerRobotics employees or third parties for use by FerRobotics must receive appropriate legal protection.
- Licenses for patents or knowledge of our company may only be negotiated and granted in coordination with the company management.

- All employees must respect confidential information belonging to others.

Supply Chain

- Appropriate promotion of compliance with the contents of the Code of Conduct among suppliers
- Compliance with the principles of non-discrimination in the selection of suppliers and in dealing with conflict materials

Conflict Material

- Appropriate measures must be taken to avoid the use in the products of raw materials that directly or indirectly involve armed groups that violate or finance violation of human rights.

Respect for the fundamental rights of employees

- Promotion of equal opportunities and equal treatment of all employees regardless of their skin color, race, nationality, social background, possible disabilities, gender, age, sexual orientation, political or religious beliefs
- Respect for the personal dignity, privacy and personal rights of each individual
- Not to employ or force anyone to work against their will
- No toleration of unacceptable treatment of employees, such as psychological hardship, discrimination, personal or sexual harassment
- No toleration of behavior (including gestures, language or physical contact) that is sexually coercive, threatening, abusive or exploitative
- Adequate remuneration and guarantee of the statutory minimum wage
- Observance of the maximum working hours legally stipulated in the respective state
- Recognition of the freedom of association of employees within the limits of legal admissibility and no discrimination against members of employee organizations or trade unions

Health and safety of employees

- Mitigation of risks and the best possible precautionary measures against accidents and occupational diseases
- Containment of risks and best possible precautions against accidents and occupational diseases
- Offer training to ensure that all employees are competent in the area of occupational safety
- Establishment and application of an appropriate occupational safety management system

Environmental Protection

- Compliance with legal norms and international standards regarding environmental protection
- Minimization of environmental pollution and continuous improvement of environmental protection

No to corruption - gifts and invitations

- In everyday business life, giving or receiving gifts or invitations can create understanding and goodwill.
- However, they can also undermine the trust and confidence of others unless they are properly involved in the business decisions and management of our company.
- They may also appear unfair to other stakeholders.

- Bribery consists of giving or receiving anything of value in order to gain or grant an advantage or influence contrary to the principles of honesty and integrity.

Guiding principle:

- FerRobotics will not tolerate bribery in any form.
- Employees may never, directly or indirectly, grant or accept a bribe in any form.
- It is prohibited for third parties acting on behalf of FerRobotics to give or accept bribes in any form.

Conflicts of interest

- The objective is to avoid or manage situations in which other interests of employees could reduce their ability to make unbiased decisions for the company.
- Conflicts of interest raise doubts about the quality of business decisions made and the integrity of the person making such decisions.
- Conflicts of interest, or even the appearance of a conflict of interest, must be avoided at all times.
- If conflicts of interest cannot be avoided, they must be carefully managed.
- Each employee must actively disclose any apparent or actual conflict to his or her supervisor and work with the supervisor to discuss, document and manage such conflicts.

Protection of company property

- Corporate property, whether in tangible or intangible form, is designed to help employees achieve business objectives.
- Damaged, stolen, misused or wasted company property harms us all and impairs the business and financial performance of our company.
- Company property may only be used for legally permissible business purposes.

Linz, 27 October 2020