

Code of Conduct

alfer[®] aluminium GmbH with its management, executives and employees (hereinafter referred to as **alfer**[®]), is committed to socially responsible corporate governance.

alfer[®] actively works towards acting in an ethically and legally impeccable manner, particularly in the areas of working conditions, social and environmental compatibility as well as competition and transparency, by observing, complying with and promoting the following values and principles in a sustainable manner.

1. Compliance with the law

The applicable laws and other legal provisions of the countries in which **alfer**[®] operates are complied with.

2. No corruption and bribery

alfer[®] does not tolerate corruption and bribery as defined in the "United Nations Convention against Corruption effective 14.12.2005".

3. Fair competition

The rules of competition and antitrust law are observed; **alfer**[®] promotes ethically and legally fair competition in its dealings with competitors.

4. Respect for the fundamental rights of employees

alfer[®] shall base its actions on ethical values and principles and shall therefore promote equal opportunities and equal treatment of employees irrespective of their gender or age, their ethical and national affiliation, their social and cultural origin, any disabilities, sexual orientation, political or religious conviction.

alfer[®] respects the right of employees to freedom of association, freedom of assembly, and collective bargaining, to the extent that this is legally permissible and possible in the respective country.

alfer[®] is committed to the promotion of human rights and upholds human rights in accordance with the UN Human Rights Charter (Universal Declaration of Human Rights, UN Resolution A (III) of 1948).

alfer[®] respects the privacy and personal rights of each individual.

alfer[®] ensures the health and occupational safety of its employees and promotes a safe and healthy working environment to prevent accidents and injuries.

alfer[®] protects employees from physical punishment and from physical, sexual, psychological or verbal harassment or abuse and prevents forced labour.

alfer[®] guarantees the right to freedom of opinion and expression.

alfer[®] guarantees compliance with labour standards with regard to remuneration, in particular with regard to the level of remuneration as well as with regard to the maximum permissible working hours in accordance with the applicable laws and regulations.

5. Child labour

alfer[®] complies with the prohibition of child labour, i.e. the employment of persons younger than 15 years of age, unless local legislation sets higher limits and no exceptions are permitted (Conventions No. 138 of 1973 and No. 182 of 1999 of the International Labour Organization (ILO)).

6. Environmental protection

alfer[®] complies with the provisions and standards of the relevant environmental protection regulations and acts in an environmentally conscious manner.

alfer[®] uses natural resources responsibly

alfer[®] strives to minimize environmental pollution and to continuously improve environmental protection.

7. Data protection

When collecting and processing personal data, **alfer**[®] will comply with all relevant laws and regulations.

8. Business partners

alfer[®] undertakes to promote compliance with the contents of this Code of Conduct also among its suppliers and other contractual partners within the scope of their respective possibilities and scope for action and to promote the principles of equal treatment when selecting business partners and dealing with them.

Martin Blatter
Geschäftsführer / President

Markus Richter
Leitung Personal /
Head of Human Resources