

In the following Code of Conduct Arnold AG demands exacting standards of integrity and sustainability from itself and from the partners acting on its behalf.

## SCOPE OF APPLICATION

All employees of Arnold AG and its subsidiaries as well as stakeholders, partners, and third parties acting in the name of Arnold AG are subject to this Code of Conduct.

## OBLIGATION TO COMPLY WITH THE CODE OF CONDUCT

Arnold AG undertakes to ensure at its annual security briefing that all its employees are informed about the Code of Conduct. Arnold employees who have regular contact with people outside the company receive the Code of Conduct as an appendix to their employment contract. By signing the contract, they also confirm that they have read and understood the Code of Conduct.

## CORE VALUES OF ARNOLD AG

- 1. Human rights**  
Arnold AG and its employees strive to comply with all internationally recognized laws and regulations of the countries in which they operate. Arnold employers behave in a fair, ethically correct, and respectful manner to all fellow employees and persons outside the organization and respect their dignity.
- 2. Child labor**  
In line with the regulations of the International Labor Organization (ILO), Arnold AG prohibits child labor. In line with the ILO Minimum Age Convention (No. 138) persons working for Arnold must be at least fifteen years old.
- 3. Working conditions**  
The working conditions and working environment at Arnold AG preclude discrimination on grounds of gender, age, ethics, nationality, religious affiliation, disability, social or political affiliation, or sexual orientation, including all forms of sexual, physical, and mental abuse.
- 4. Health and safety and environmental management**  
Ensuring the health and safety of its employees while they are at work is of prime importance to Arnold AG. For this reason the company has an OHSAS 18001-certified occupational safety management system, which is regularly re-accredited by an independent third party.  
At the same time we strive to reduce our negative impact on the environment and consider this aspect in all our processes. An ISO 14001-certified environmental management system has been implemented and is regularly re-accredited by an independent third party.

5. **Material requirements und treatment of conflict minerals**  
Arnold AG is mindful of the requirements regarding the use of materials in its work, including dangerous substances and conflict minerals as stipulated by the Dodd-Frank Act, Section 1502. Arnold AG also requires its partners and suppliers to comply with these stipulations.
6. **Business ethics**  
Arnold AG rules out any form of unethical behavior in business practices. In particular Arnold rejects any form of corruption, blackmail, or bribery.
7. **Relations with external parties**  
Arnold AG strives to maintain partner-like relations with those on both sides of its supply chain.

## **CLIENTS AND BUSINESS PARTNERS**

Arnold employees are on a mission to turn metal into an experience and seek to inspire their clients and business partners on a daily basis. The company's established culture of innovation ensures an ongoing process of improving products and services.

## **SUPPLIERS AND SUBCONTRACTORS**

Arnold AG's suppliers and subcontractors are obliged to adhere to the main provisions of this Code of Conduct.

## **PUBLIC AUTHORITIES**

Employees and partners who have contact with, negotiate contracts with, or do business with public authorities are aware of the relevant laws and regulations and respect these.

This Code of Conduct was put into effect by the Board of Arnold AG on November 25, 2015.

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Board of Arnold AG