

Our Actions. Our Values.
robatherm's Code of Conduct.

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**robatherm's
CODE OF
CONDUCT.**

Content

Foreword	3
Our Corporate Values	5
Business Integrity	7
Leading by Example	9
Social Responsibility and Community	11
Occupational Safety and Health	13
Environment and Sustainability	15
Data Protection and Confidentiality	17
Supply Chain	19
Implementation of the Code of Conduct	21



Foreword

robatherm is one of the leading manufacturers of air handling units.

In addition to demanding high standards in the quality of our products and services, our actions are based on appreciation for each person, goal and result-oriented entrepreneurial thoughts and actions, sustainable operations, and our company's independence. We focus on striking a balance between all players' interests throughout the entire value chain.

As a family business, we value mutual trust and respect; we believe this is the cornerstone for ethical and sustainable business conduct. We also expect this from our business partners.

Our Code of Conduct incorporates these values, is an integral part of our corporate culture and environmental policy, and is reflected in our corporate values.

Mathieu Huber and Andreas Lamprecht
Managing Directors robatherm GmbH + Co. KG



Our Corporate Values

robatherm stands for technology, sustainability, and reliability. With an air handling unit, we are driven to provide our customers with an evolving premium package. However, we also hold ourselves to this same high-quality standard.

The SHARE corporate values documents the values and principles we all share at robatherm that guide our actions.

SHARE stands for

S – Sustainability

H – Human

A – Authenticity

R – Reliance

E – Environment



Business Integrity

Applicable statutory regulations and contractual agreements must be adhered to by our business partners and us. We expect our employees to know and observe those legal regulations relevant to their work.

Regarding bribery, corruption, and the acceptance of benefits, we conduct our business under a communicated zero-tolerance policy. The pursuit of a team member's interests to the detriment of robatherm or a business partner is not permitted.

We stand for fair competition. We firmly reject anti-competitive practices and the distortion of competition. Laws for protecting competition or its promotion, including applicable antitrust laws, must be complied with.

The financial accounting, the cost accounting, and the documentation of business transactions are carried out truthfully, in full, and flawlessly under statutory regulations. Accordingly, no sub-ledgers or side records must be maintained.



Leading by Example

As a company, we are committed to acting according to the standards and values we wish to see respected and lived by our employees.

Of course, we expect performance, but we believe the desire to perform is positive. Dedicated and ambitious employees are the heart of robatherm, and we constantly strive to create the best possible conditions for them.

We strive for long-term collaborations and respect our employees and their dignity.

SHARE – Authenticity

We at robatherm are leading by example; our words and actions fit together.

We place our task, not ourselves, in focus. Hierarchies and status-oriented thinking are alien to us. Instead, we endeavor to be transparent and design our workplace environment accordingly: Shopfloor meetings, work in open offices, candid feedback culture.

We seek to be perceived as credible and do not delegate personal responsibility.



Social Responsibility and Community

We are a stable and reliable employer to our employees. We take equal opportunities very seriously, regardless of nationality, ethnic origin, skin color, gender, religion, culture, appearance, disability, age, or sexual orientation.

We disapprove of any form of discrimination, harassment, or reprisal. Child labor and any form of forced or compulsory labor are not tolerated.

We are opposed to illegal employment practices. Labor and social rights regulations must be complied with.

SHARE – Human

At robatherm, every employee has the right to speak with any manager at any level within the organization. This open-door policy allows our conversations to be open and responsive to the life situations of our employees. robatherm lives from its employees' ambition and sense of responsibility (both professionally and privately). We create the framework conditions allowing our employees to achieve better balance and ensure their well-being in an optimal workplace environment (bright, open workplaces, modern machines, a company restaurant, and comprehensive benefits).

At robatherm, we help each other. We respect each other in our diversity and personality. People from over 30 different nations have been successfully working together at robatherm.

SHARE – Reliance

For us at robatherm, work is more than just a purpose: Every person strives to use and develop their skills, succeed, and receive recognition for doing so. However, only those who experience trust and know themselves can tap into their full potential and perform to the best of their ability.

Within our lean and distinctly structured organization, the joy of work, space for new ideas, and the sense of purpose in one's actions are paramount. Based on this awareness, we encourage and challenge our employees, hand them responsibility at an early stage, and develop them into tomorrow's top performers.



Occupational Safety and Health

Occupational safety and protecting our employees' health are essential to us. Extremely high standards in equipping our production sites and workplaces, as well as the organization of our work processes, bear witness to this.

Safety precautions are to be observed. Work under the influence of legal or illegal substances (alcohol, prescription medications, drugs) is prohibited.

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Environment and Sustainability

Environmental protection and sustainability play a significant role in our business decisions and entrepreneurial actions.

The careful and economical utilization of resources and the cleanliness of the environment are part of our corporate guidelines.

Our processes and conduct are regularly reviewed and documented within the context of sustainability reports. Laws and regulations concerning environmental protection must be complied with.

SHARE – Environment

We are part of a consciously perceived environment: international efforts to combat climate change, the requirements for clean air and energy efficiency are becoming increasingly stringent. As "the air handling company", robatherm supports climate protection targets within the building sector with highly efficient air handling units.

Whether human or nature, we respect the available resources and treat them with care. Whether modern buildings and machines or material-optimized processing concepts, our locations meet the highest energy standards.

robatherm is a globally active company that never loses sight of its roots. We are a strong and reliable partner within the region. We are socially committed and continuously involve our employees in the company's success.

SHARE – Sustainability

At robatherm, we think generationally for the long term. Our paramount goal is to maintain independence as a medium-sized company.

We continue to develop together on our own. Our production, product, service innovations, and continual investments are part of our response to future challenges and reflect our claim to be a technology leader.

We are committed to long-term partnerships: We work with our customers and suppliers in a spirit of trust and accompany them during their entrepreneurial development.



Data Protection and Confidentiality

For us, protecting privacy when processing personal data is a significant concern that we take into account throughout our business processes.

We process personal data in compliance with the provisions of data protection law.

Information about us, or our business partners, is always treated with the utmost confidentiality and may not be disclosed to unauthorized third parties.

This confidentiality also extends beyond the termination of the employment or business relationship. The use of confidential information for personal gain is not permitted.

We regularly invest in our IT infrastructure to ensure the functionality and security of our IT systems.

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Supply Chain

Our goal has always been future- and market-oriented cooperation with our suppliers. The foundation for this is our purchasing guidelines. We work mainly with suppliers from European countries.

We expect our suppliers to actively implement the values and principles contained in this Code of Conduct within their company and their own supply chain. Therefore, we carry out supplier evaluations and risk analyses.

We will not tolerate any illegal behavior on the part of our suppliers.

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Implementation of the Code of Conduct

Our Code of Conduct is binding for all employees, and everyone bears a part of the responsibility.

In accordance with the "open door" principle, our employees can contact any supervisor or member of the management team at their discretion without making an appointment and without following reporting channels if they suspect misconduct. If reports cannot be made openly there, we offer the possibility of using our compliance system.

Violations are thoroughly investigated and subject to sanctions. Grave violations by business partners contractually committed to this Code of Conduct are considered a material breach of the respective contracts. They entitle us to withdraw from these contracts or terminate them without notice.

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