

The AMARI  
**Code of Conduct**

**AMARI is a self-sufficient and independent company committed to fostering strong partnerships with local businesses and leading global industry players. Our focus is on creating long-term value through sustainability by integrating social, economic, and environmental considerations into our strategic approach. Our international corporate management spans multiple sectors.**

Wide-ranging knowledge is required to meet the requirements of an open, appreciative approach to mutual respect and loyalty. This Code of Conduct lays the foundation for ethical business practice - in this way, AMARI creates trust with all stakeholders. The Code of Conduct is continuously adapted to social changes.

The AMARI motto: *Words are beautiful, but actions weigh more.*

*Of course, all people are welcome here - regardless of age, gender, religion, and origin. Solely to facilitate readability, we do not use gender-specific spelling. Accordingly, all personal designations on the website and in all embedded documents are to be understood as gender neutral.*



## **Integrity**

The AMARI team does everything in its power to live legal compliance - in addition, we respect and strengthen basic ethical values. We feel this is our social responsibility, which every employee is aware of.

## **Corruption Prevention - Fair Competition**

Transparency and fairness are cornerstones of our corporate culture, creating credibility and trust for our customers, business partners, colleagues, and the public.

## **Responsibility towards our employees**

We are very committed to the continuous improvement of working conditions - we take targeted measures to promote the health, performance, and job satisfaction of our employees.

## **Data protection and confidentiality**

The confidential and responsible handling of personal data and internal information is a central component of our corporate culture. Through this approach, the AMARI team embodies reliability.

## **Environmentally friendly action**

The environment is dear to all of us - this is expressed in our efforts to develop mobility and energy concepts and align them with ecologically sustainable development.

## **Application of the Code of Conduct**

All our employees are trained in these corporate guidelines in order to create the appropriate sensitivity. We expect the same from our business partners.

# Code of Conduct

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## **I. Corruption Prevention - Fair Competition**

AMARI is committed to fair competition - accordingly, it is important to us to avoid even the appearance of corruption. This means that our monetary and in-kind donations are always made appropriately and transparently in order to meet our corporate responsibility.

Agreements and concerted practices with third parties that have the effect of restricting competition are prohibited and will not be tolerated by AMARI.

To raise the necessary awareness among all employees, they regularly receive training on anti-corruption, antitrust, and competition.

## **II. Responsibility towards our employees**

Our success is largely due to our employees. Appreciation includes measures and initiatives to promote their performance and competence. For this reason, we value all employees and act as a fair, cooperative employer. In this way, we take targeted measures to ensure the maximum safety and health of our employees. We embrace diversity and recognize the different potentials of each individual employee in order to promote them in the future – we create sustainable success through continuous personnel development.

### **i. Human rights and fair working conditions**

Fundamental and human rights are strictly upheld. We are committed to fair wages based on the principle of equal treatment regardless of gender, place highest importance on non-discrimination and do not tolerate child or forced labor.

Accordingly, all employees are encouraged and called upon to communicate openly with managers - without having to fear reprisals.

## **ii. Safety and health**

A safe and health-promoting environment contributes to the prevention of accidents. This requires taking responsibility, recognizing hazards, determining protective measures and appropriate training. The fast-moving business practice and its economic framework conditions demand increasingly more flexibility and efficiency from people. Additionally, all Employees are supported by the *Family & Lifestyle* workplace-health-promotion-program.

## **iii. Education and training**

AMARI focuses on promoting the potential of all employees - accordingly, we offer our employees a wide range of further training opportunities to develop their talents and skills. The main focuses are a common understanding and the corresponding behaviors, customer orientation, environmental and safety awareness, as well as awareness and social responsibility.

Thus, every employee has the right to receive feedback from the respective manager in order to develop personally.

## **iv. Appreciation at the workplace**

The personal dignity, privacy and personal rights of everyone are respected. Discrimination, degrading treatment or harassment of fellow human beings will not be tolerated. We consciously value and promote cultural and personal diversity. This allows employees to reach their potential and develop their skills – contributing to a positive company culture.

### **III. Data protection and confidentiality**

The trusting and responsible handling of personal data is a vital component of our corporate culture. All uses are conducted in accordance with the applicable data protection laws – in particular the EU General Data Protection Regulation (GDPR) and its national accompanying legislation.

As an international company with a large number of stakeholders, we are constantly acquiring new knowledge, know-how, and other confidential information. This sensitive data is treated with extreme caution and is therefore subject to confidentiality.

This is how we present ourselves to our stakeholders as a trustworthy, dependable company.

### **IV. Environmentally friendly corporate management**

The responsible use of ecological resources and a clear commitment to environmental protection are important cornerstones of our sustainability strategy. The use of alternative energies, such as photovoltaics, increases energy efficiency and reduces the emission of air pollutants. Every department of the company is required to reduce and, if possible, avoid environmental pollution. Compliance with environmental regulations is evaluated regularly.

### **V. Stakeholder awareness**

This Code of Conduct applies to all employees who work at AMARI. The Code of Conduct helps employees – as well as managers and all business partners – to comply with AMARI's values and principles. Every employee is informed about the applicable principles and rules of conduct. The Code of Conduct is part of the cooperation with suppliers and business partners.