

Tillmann Profil GmbH's business ethics and code of conduct

Introduction

Tillmann Profil is one of the most modern and a leading manufacturer of cold-rolled profiles.

As an independent company within the Tillmann Group we offer a wide range of profile technologies and services for manufacturing entire modules and components.

Our manufacturing processes include profiling, laser cutting and welding as well as bending and punching, amongst others. Tillmann Profil stands for high quality, reliability and a process-oriented approach.

We are aware of our social responsibility and have committed ourselves to run our operations in a sustainable manner. The document outlines our company standards, which also apply to our suppliers.



Legal provisions and human rights

Tillmann Profil undertakes to comply with all applicable laws, rules and regulations, in particular the United Nation's human and workers' rights, the prohibition of child labour and slavery as well as the promotion of equal opportunity and treatment.

We foster respectful and collaborative interaction, diversity and tolerance.

Company document

Environmental protection, sustainability and work safety

As a business enterprise we are responsible for our eco-friendly and sustainable products and production sites. We are committed to protect the environment and avoid environmental pollution. We undertake to continually evaluate and improve the efficacy and efficiency of our environmental management programme (ISO 14001). Product and service quality as well as work safety are of utmost importance to us. Our process-oriented management system, which we have implemented pursuant to the valid IATF 16949 standard, documents our aspirations while considering applicable legal and customer regulations.

We ensure the use of eco-friendly, modern and energy-efficient technologies. We reduce, separate and recycle waste and throughout the company.

Social standards

Every individual has the right to equal treatment, personal freedoms and security as well as respect. We do not tolerate discrimination on the grounds of ethnicity or nationality, sex, religion, ideology, age, disability, sexual orientation, skin colour, political opinion, social background or other protected characteristics.

The health and safety of our staff, visitors, customers and suppliers are extremely important to us. It is our legal and moral responsibility to take care of ourselves and others.

Business relations

Tillmann Profile undertakes to cultivate a trusting, transparent, professional, honest and fair relationship with its business partners, customers and suppliers.

We refuse to accept any gifts, unless the considerations are appropriate, bribes or other forms of corruption. Corruption leads to poor and wrong decisions, prevents advances and innovation, distorts competition and harms society.

We support fair and free competition for the benefit of all competitors. We conduct our business pursuant to the merit system principle and on the basis of free and open competition. We do not enter into anti-competitive agreements with competitors, supplier or customers.

Company document

Data protection and confidentiality

Tillmann Profil's success is based on technical knowledge as well as trade and business secrets. We are aware of the value of our professional and expert knowledge, and protect it carefully. At the same time we recognise the intellectual property rights of our competitors, business partners, customers and suppliers.

Confidential information may not be disclosed to unauthorised individuals inside and outside of our own company. The unauthorised disclosure of such information can cause considerable damage to our company.

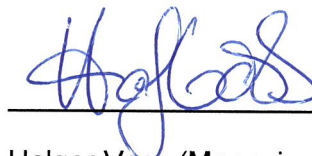
Conclusion

All staff undertake and have the right to report any circumstances which prevent or impede us from complying with the laws as well as quality, environmental and safety standards.

Tillmann Profil GmbH's management shall act in accordance with the company's ethics and code of conduct and will thus set a good example for staff. At the same time management will appeal to all staff to comply with the code of conduct/business ethics.



Ekkehard Böhm (Managing Director)



Holger Voss (Managing Director)