



CODE OF CONDUCT

This Code of Ethics defines the basic requirements set forth by the CabTec Group for itself. In case of changes, the CabTec Group reserves the right to modify the requirements contained in this Code of Ethics in accordance with the requirements of reasonableness and fairness.

The basic requirements set forth by the CabTec Group for itself are:

Compliance with the Laws:

- It shall comply with the laws established within the framework of applicable national jurisdiction(s).

Anti-Corruption and Anti-Bribery Provisions:

- It shall not tolerate any form of corruption or bribery and shall not participate in such activities. Furthermore, it shall prohibit the provision of money and other benefits for any participants in order to illegally or unfairly influence the decision making process.
- Should employees or third parties become aware of such an incident, they may report it to the CabTec Anticorruption Unit (Antikorrption@cabtecgrou.com). Confidentiality regarding the reporting person is guaranteed at all times.

Respect of the Fundamental Human Rights of the Employees:

- It shall enhance the application of non-discrimination and equal treatment for its employees, regardless of their colour, race, nationality, social background, disability, sexual orientation, political or religious beliefs, sex, or age.
- Employer-employee relationship shall be characterised by mutual loyalty.
- Employer shall express its professional and moral respect towards its employees.
- It shall respect the employees' personal dignity and personality rights.
- It shall prohibit every form of behaviour, verbal expressions, and physical contacts of a sexual, violent, threatening, offensive, or exploitative nature.
- Within the framework of national salary practices, it shall provide equitable salary; furthermore, it shall warrant the fulfilment of payment conditions as set forth in the laws.
- It shall commit itself to the establishment of a family-friendly workplace, thus advancing the return of new mothers to work.

Employees' Responsibility towards the Group and Each Other:

- Undertaking collective responsibility for the establishment and preservation of the Group's image.
- External and internal communication is to be characterised by mutual respect.
- Following high standards regarding the quality of work and working environment.
- Appearing at the workplace in a condition capable of working properly.
- Confidential treatment of internal information belonging to the Group.

Requirements Applicable to Managers:

- Open-minded, helpful, and exemplary professional/human behaviour.



Prohibition of Child Labour:

- The Group shall not hire employees younger than the age of 15, and in countries deemed as developing countries, according to Article 138 of the ILO Convention, it shall not hire employees below the age of 14.
- The Group shall not maintain relationships with suppliers that do not distance themselves from child labour and such a fact is provable.

Health and Safety of the Employees:

- It shall take responsibility for the health and safety of its employees.
- It shall ensure an ergonomic working environment of high standards.
- It shall control risk sources, as well as – in accordance with the requirements of reasonableness and fairness – take all preventive measures in order to avoid accidents and occupational disease.
- It shall provide for the training of employees to make them qualified concerning health protection and safety issues.

Environmental Protection:

- It shall follow national laws and international regulations concerning environmental protection.
- It shall minimise environmental pollution.
- It shall develop or apply an appropriate environmental protection management system.

Supply Chain:

- It shall make reasonable endeavours to promote the observance of the rules set forth in the present Code of Ethics among its own suppliers.

Rotkreuz, 22 November 2016

Fredy Zwysig
CFO CabTec Group
Member of the Board

Markus Pfister
CFO / Services
Member of the Board