



Code of Conduct

Actively living values

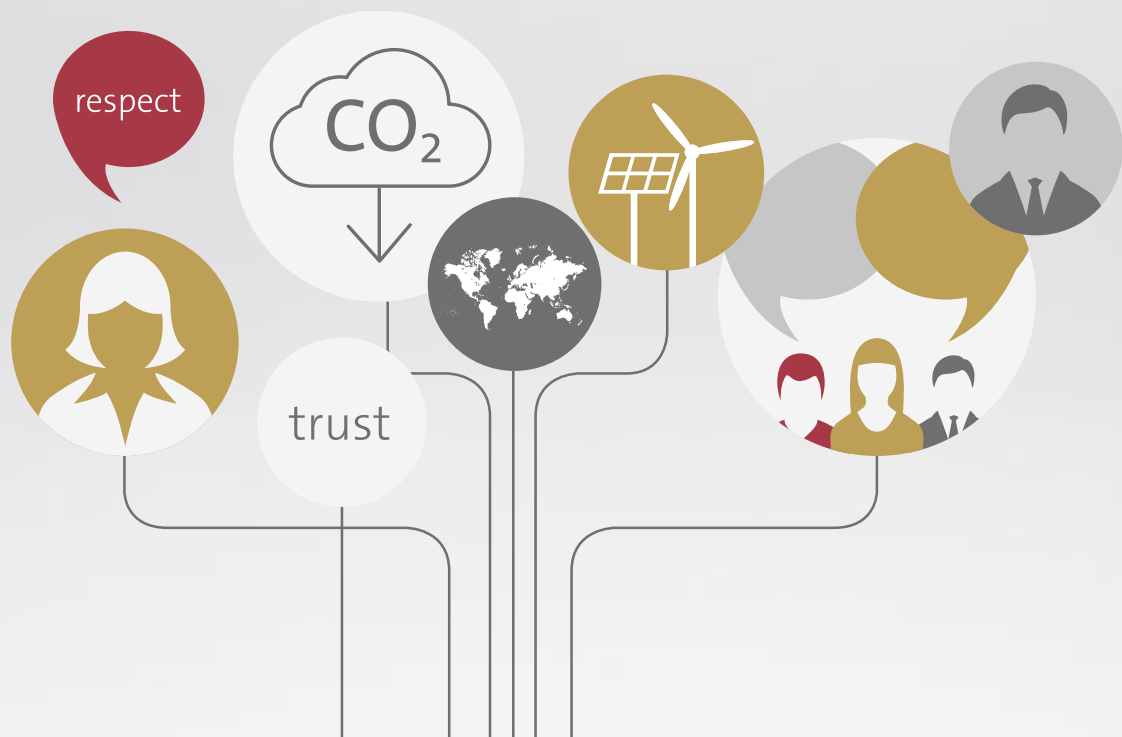


Social responsibility,

respect for the
environment

and *economic*
business practice

in the global environment.



SKS Welding Systems

In its Code of Conduct, SKS sets out the standards and values forming the basis of forward-looking company policy. The task is to define global business, environmental and social standards and to protect them. The aim is to preserve the natural environment, secure jobs and improve the basis of life for future generations. The guidelines derived from them encompass all business processes, ranging from the development through the production to the marketing of products and services.

Values are the foundation of what we do as a business. They are what makes working in our company something special and are the key to our success.

SKS stands for **respect** and esteem towards all employees, business partners and customers. Our cooperation is based on a culture of open communication. It goes without saying that people should be able to rely on our integrity, honesty and trustworthiness.

We have **trust** in our employees. A high degree of trust in every single person taking responsibility for their own work is one of our key principles.

Our corporate culture is distinguished by **collegiality** among and between all employees. This cooperation is characterised by a spirit of partnership. We see ourselves as partners both to our customers and other interested groups and to each other.

SKS is carried by the **loyalty** of its staff. A spirit of partnership in how we behave towards each other is the basis for trusting cooperation with each other and with our partners and customers.

Motivation is innovation through passion. We have the courage to change and work together in order to be always one step ahead. It is our ambition to drive forward a continuous optimization process, based on what already exists, in everything that we do. This is the foundation for the development of innovative, forward-looking solutions that benefit our partners and customers.

We live out a **sense of responsibility** in all areas of the company. We believe this is an essential prerequisite of an effective and professional approach. For us, a sense of responsibility means a safe and healthy workplace, compliance with the highest standards and clear lines in our work procedures.

Our values are part and parcel of the culture of the company. They form the basis of our understanding of ourselves, of what we think and do day by day. Our internal cooperation and how we behave towards customers and external partners are governed by these values. We live out our values actively. We are SKS.

This allows us to ensure the same high product and service quality throughout the world. A centralized manufacturing and quality inspection as well as the coordination of qualifications and training measures by the parent company creates the necessary framework conditions for this.

Further aims and principles are recorded and described at the Compliance Management System of the SKS parent company. The quality, environment as well as safety and health aspects are certified to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements.

We always meet the requests and requirements
of our customers together
with vigor, expertise and a wealth of ideas.

The overriding priority of the management of SKS
is the health and well-being of all its staff
and their families.

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Dieter Klein, Markus Klein, Thomas Klein

Social responsibility

01

Compliance with local, national and international law

02

Rejection of child labor

SKS distances itself from all forms of child labor, both with our partners and with our suppliers.



01

Compliance with statutory provisions at local, national and international level is a requirement in all business transactions. Only in this way can lasting business success be achieved and risks such as liability to pay compensation and reputational damage be avoided. Processes are adapted to the prevailing legal situation.

03

Respect for human dignity

Human dignity is sacrosanct. Respect for it is therefore firmly anchored in the corporate culture of SKS.

04

Rejection of forced labor

SKS does not support forced labor, particularly caused by a regime. Suppliers are informed of this and replaced where appropriate.

05

Occupational health and safety

At the heart of our work is the best possible protection against hazards. That is why the safety of our products and their manufacturing processes is a priority.

06

Fair employment conditions

If a good working atmosphere is to be created and maintained, all employees must have fair employment conditions. These include in particular a flat hierarchy, internal conflict management and transparent communication.

07

Openness and frankness

When transparency is practiced, misunderstandings can be eliminated in advance or resolved quickly and permanently. All employees have the opportunity of direct access to a point of contact.

08

Trust and respect

Esteem and respect as a part of the corporate culture at SKS create a basis of trust both among business partners and among employees, allowing knowledge to be shared instead of hoarded. This is a key foundation stone for innovative capacity.

09

Conflicts of interest

Every person has several roles to perform: that of an employee loyal to the organization, that of a service provider to the customer, and that of a colleague. In certain situations this can lead to conflicts of interest between the roles if a balance has to be reached among the various interests. With a flat hierarchy, a corporate culture that is lived out and active conflict management, help and assistance in resolving conflict is available without fuss in every situation.

10

Dealings with political institutions and authorities

Political institutions and authorities support the economy. We therefore treat them with respect and support them in many issues.

11

Protection against corruption and bribery

We create honest products that are distributed in an honest manner. Corruption and bribery thus have no place in our business practices and are approved by neither us nor our partners.

12

Equality of opportunity and prohibition of discrimination

There is no room for discrimination against minorities at SKS. Every person is equal and is accorded the same respect at SKS.

Respect for the environment

01

Awareness of environ- mentally relevant issues

We firmly believe that an active environmental policy helps to strengthen our financial basis and hence contributes to the continuous improvement of the environmental compatibility of our products. SKS encourages its staff to be aware of and take responsibility for the environment through information events covering areas of relevance to the environment.

02

Conservation of resources

Raw materials such as energy, water and other assets are used as sparingly and appropriately as possible. By reducing the consumption of resources and energy, we play a part in eco-friendly development.

03

Environmentally-friendly development and production

Our investment and procurement policies consider environmental aspects as well as economic and quality issues. We minimize our own consumption and that of our customers through focused research and development.



**Certified in accordance with
DIN EN ISO 14001**



Economic business practice

01

Protection of company assets and the fight against fraud

The company's assets play a role in safeguarding jobs. Risk factors such as fraud can put these at risk. SKS sees it as all the more important to prevent fraud and the waste of company money.

02

Relations with business partners

Customer satisfaction is our guiding principle. SKS develops products for customers that stand out on the market in terms of innovation, operability, practicality and long life. That is why both communication and an understanding of customer requirements are vital for us.

03

Fair competition

For us, free competition means facing up to the challenges of the market and being respectful in our dealings with competitors. Fairness towards our partners, customers and employees is a matter of course for SKS. Competition creates motivation. We pick up this challenge and encourage innovation, the only way that healthy competition can work.

04

Product safety

Our products are developed and manufactured in accordance with the latest safety and machinery requirements. Comprehensive quality controls ensure that our devices function perfectly and safely.

05

Donations and sponsorship

We donate only to non-profit organizations and support the training and development of the next generation in our sector to ensure that there will still be workers skilled in automated welding technology in the future.

06

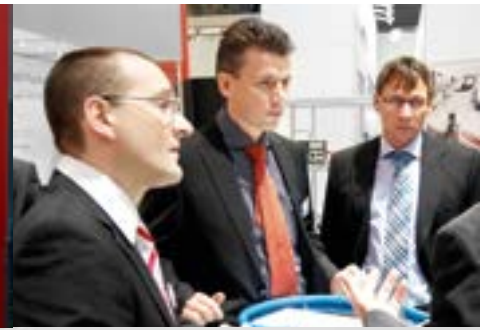
Prevention of money laundering

As an internationally focused company, we prohibit all activities that could be associated with money laundering.

07

Dealing with information

We go beyond legal requirements in dealing with information and treat the information provided by our customers, suppliers, employees and partners carefully and conscientiously.



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08

Protection of intellectual property

Intellectual property is a production factor for us and treated accordingly. We pay particular attention to protecting the rights and interests of authors to exactly the same extent that we expect from our competitors.

09

Data protection

We take the protection of data, particularly of our customers, extremely seriously. We are given their know-how in trust and we treat it with the appropriate sensitivity. Customer details are also treated confidentially when we submit quotations. We employ the latest technologies and use only highly skilled services providers with many years of experience who enable us to achieve the requisite degree of protection.

10

Details of products and services

We communicate the details of our products with the honesty that has been a typical feature of our company for many years.

Questions?

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**Certified in
accordance with
DIN EN ISO 9001**





