



## **Code of Conduct**

We consider our guidelines and codes of conduct as important criteria for a long-term and successful cooperation. Each employee is responsible for his actions and that these are in line with these principles.

## **Our organization**

The HEBUmedical GmbH as a medium-sized family-run business with its self-financing sustainably is safe of crisis. The management shall perform a protective function, for example, that preserves the company from hostile takeover of third parties.

The name HEBUmedical stands for tradition, technical expertise, high quality and reliability.

## **Our goal**

Our goal is the sustainable and long-term economic success of our company. Technical innovations and a high in-house production depth have a high priority for us.

We want to follow on our previous successes. We achieve this by working closely with our customers on new innovative projects. Our high quality and safety standards continue to contribute significantly to the desired customer satisfaction.

## **Managing people**

We provide a safe working environment for our employees and fair conditions. The employees' developments of skills are always supported.

Dealing with each other and with all others is characterized by respect, dignity, fairness and politeness. Therefore, we don't allow personal discrimination based on national origin, color, sex, age, religion, disability or personal lifestyles.

## **Competition**

We compete only in legally and ethically permissible conditions and prohibit an anti-competitive behavior, such as secret price-fixing.

The compliance with applicable laws and professional standards while maintaining confidentiality and privacy of our customers, employees and others with whom we do business is natural for us.

We hold on basic human rights and avoid business activities that disregard human rights. Child labor is not tolerated.

## **Environment**

We pursue to minimize negative environmental impacts of our business. We boost our employees' environmentally conscious thinking through active involvement.