

Code of Conduct

ARI-Armaturen Albert Richter GmbH & Co. KG is a privately owned SME with its headquarters in Schloss Holte-Stukenbrock in Germany's Westphalia region. With all manufacturing operations concentrated at three locations in Germany, sales subsidiaries in thirteen countries and more than 750 staff worldwide, we are a leading international developer, manufacturer and distributor of valves as well as complementary services linked to the isolation, control, safety and steam trapping of liquid and gaseous media.

Our corporate guidelines:

- ▶ We think and act in our customers' best interests. We guarantee fast and reliable delivery in line with the high quality standards expected of us. We endeavour to build lasting business relationships founded on high customer satisfaction with our company.
- ▶ Through our one-stop shop philosophy we will continue to do everything in our power to serve you as a strong partner.
- ▶ We are continuously working to improve our processes and our products with the aim of strengthening our long-term position in the international markets.
- ▶ We are masters in our own house – and we intend to keep it that way.
- ▶ We strive to achieve the highest possible quality. For us at ARI "Made in Germany" is both an obligation and an incentive.

This Code of Conduct demonstrates our commitment to social responsibility and lays down minimum standards which we expect our business partners to meet.

We are guided by the principles of the UN, ILO and OECD.

A handwritten signature in blue ink, appearing to read 'Heinrich Brechmann'.

Heinrich Brechmann

Managing Director, ARI-Armaturen Albert Richter GmbH & Co. KG

Respect for human rights

As a family firm, we fully and unconditionally support compliance with the internationally recognised human rights of every single employee; we see respect for these rights as a top priority which we derive from our social responsibility. We actively promote the principle of equal opportunities and equal treatment of all our staff – irrespective of colour, race, nationality, social origin, physical or mental handicap, sex and sexual orientation, political or religious convictions or age.

We will not engage in or support the use of prison, forced or involuntary labour and we pay our employees fair wages and salaries well above the statutory minimum. Moreover, we take account of, and of course abide by, the nationally applicable maximum working hours limit for our staff. All employees additionally have the right to join, and actively participate in, employee organisations or trade unions.

Child labour

ARI-Armaturen will not employ any staff who have not reached the legal minimum age. The Conventions of the International Labour Organisation (ILO) and other internationally agreed child labour laws are applied here. We will also not tolerate any form of child labour or the systematic exploitation of children and adolescents by our suppliers.

Health and safety at work

The creation and maintenance of a work environment that is healthy and free of hazards is a further corporate objective of ARI-Armaturen. This objective is supported by regular workplace hazard analyses as well as preventive medical care for all our employees. Our staff additionally receive regular basic and advanced training in health and work safety issues and are provided with all necessary safety equipment.

Legal compliance

Compliance with international laws, rules and regulations applicable in all countries in which business is conducted is a basic prerequisite of successful business activities and as such something we take for granted.

Bribery and corruption

ARI-Armaturen takes a clear stance against corruption, extortion and bribery of all kinds. Ethical conduct and responsible management and control are cornerstones of the company's operations. Our staff are prohibited from accepting any payments, gifts and gratuities or other benefits either directly or indirectly. Promotional merchandise and other forms of invitation may only be accepted if they are deemed not to be excessive and provided they are not offered for the improper purpose of influencing a business relationship and provided they cannot be construed as consideration for benefits received.

Environmental protection

ARI-Armaturen takes its environmental responsibilities very seriously, as exemplified by the implementation and ongoing development of an environmental management system according to ISO 14001 and an energy management system according to ISO 50001. We therefore also expect our suppliers to comply with statutory minimum requirements and international standards regarding environmental protection. We have set ourselves the goal of minimising our environmental impact while continuously optimising our efforts to protect the environment. We require our suppliers to display a similar level of commitment, for example by making sustainable and responsible use of limited resources.

November 2014