

**PREFACE**

The companies within the ABLE GROUP operate in the five core sectors – General Engineering, Aviation, Automotive, Plant Engineering and IT – either with operational affiliated companies or divisions, and offer their customers customized engineering and IT solutions in virtually all technical fields. The ABLE GROUP is Germany's leading engineering services group and some of its affiliated companies have been successful in this market for 50 years.

As a major employer in engineering, the ABLE GROUP is conscious of its social and ethical responsibility. This Code of Conduct defines the key values we are guided by. We expect our employees to respect these values and to practise these principles in their everyday working lives. We also expect our suppliers to adhere to the standards defined here.

The ABLE GROUP's Code of Conduct is based on the following widely recognised guidelines:

- Universal Declaration of Human Rights
- United Nations Global Compact
- ILO International Labour Standards
- Rio Declaration on Environment and Development
- United Nations Convention against Corruption

STATEMENT OF THE BASIC PRINCIPLES FOR THE ABLE GROUP**PRINCIPLE 1:****Observance of Human Rights**

The ABLE GROUP is explicitly committed to upholding human rights within its sphere of influence. We are committed to never being involved in any violation of human rights, neither directly nor indirectly.

We also expect our suppliers to treat all human beings respectfully and fairly and to uphold human rights within their sphere of influence.

PRINCIPLE 2:**Observance of the Freedom of Association and the Right to Collective Bargaining**

The ABLE GROUP respects its employees' right to freedom of association and to collective bargaining. Its employees are free to form or join an employee representation. Employees must not suffer disadvantages because of their involvement in a union. Employees or their representatives can also negotiate and conclude operational agreements or collective contracts at an appropriate level.

Our suppliers also have to respect their employees' right to freedom of association and collective bargaining.

PRINCIPLE 3:**Ensuring of Fair Labour Conditions**

The ABLE GROUP wishes to ensure fair labour conditions for all employees in its affiliated companies. This includes compliance with the relevant national regulations governing working hours as well as the right to appropriate remuneration, which should at least conform to the respective minimum wage or the applicable collectively agreed wage. Furthermore, the ABLE GROUP supports the further qualification of its employees.

We also expect our suppliers to offer their employees fair working conditions and pay them appropriate remuneration.

PRINCIPLE 4:**Abolition of All Forms of Forced Labour and Child Labour**

The ABLE GROUP is committed to the abolition of all forms of forced labour. This includes all work or services exacted from a person under threat of punishment or which a person does not provide voluntarily.

The ABLE GROUP requires that our suppliers do not permit any kind of forced labour within their companies.

The ABLE GROUP is committed to the abolition of any form of child labour. When employing minors, the ABLE GROUP pays attention to the minimum age for entry to employment based on national regulations.

The ABLE GROUP demands that its suppliers do not tolerate any kind of child labour within their companies. We expect that our suppliers do not ask underage workers to undertake hazardous work and that they do not allow the employment of children to hinder their education.

PRINCIPLE 5:**Abolition of All Forms of Discrimination in Respect of Recruitment and Employment**

The ABLE GROUP rejects all forms of discrimination in the working environment. We are committed to equality of opportunity and diversity and to making all employment decisions (such as appointment, promotion and training) solely based on people's skills and qualifications. Aspects, such as race, ethnic origin, religion or ideology, gender, sexual identity, age, nationality, disabilities, social background, personal relationships or union affiliation, may not influence employment decisions.

We also expect our suppliers to encourage equality of opportunity and diversity and to prevent discrimination in employment decisions.

PRINCIPLE 6:**Observance of Occupational Health and Safety**

The ABLE GROUP upholds the relevant national legislation on occupational health and safety. Our primary concern is to offer our employees a healthy and safe working environment. We are committed to minimising the risks that our employees face by taking appropriate actions to prevent impairments to health and accidents. Our employees' working conditions are needs-orientated and are subject to a continuous improvement process. We uphold all applicable legal regulations regarding occupational health and safety.

Our suppliers must also observe the relevant national legislation on occupational health and safety. They must take active measures to prevent work-related accidents, diseases and deaths and thus permit their employees to work in a healthy and safe working environment.

PRINCIPLE 7:**Observance of Environmental Protection**

Environmental protection is a key concern of the ABLE GROUP, thus we focus on ensuring that environmental risks and negative impacts on the environment are minimised as much as possible through preventative actions. In all affiliated companies we uphold applicable national environmental legislation, regulations and standards. Furthermore, we support the use of modern, efficient and environmentally-friendly technologies.

Our suppliers are also expected to protect the environment and to adhere to the applicable national legislation, regulations and standards. Suppliers must make sure that their work does not cause preventable environmental damages.

PRINCIPLE 8:**Combating all Forms of Corruption**

The ABLE GROUP rejects all forms of corruption including bribery and extortion. Decision-making processes may not be influenced by undue benefits (such as cash, benefits in kind, pleasure trips). Conflicts of interests must be avoided.

We also expect our suppliers to combat all forms of corruption and not partake in unfair competition. Our suppliers may not bribe or extort others, nor must they accept bribes themselves. They may not partake in pricing agreements with competitors or other agreements of this kind. If a personal interest or a conflict of interest exists, this must be declared. The party concerned will not face any disadvantages after declaration.

GENERAL REQUIREMENTS

This Code of Conduct defines the minimum standards recognised by all companies within the ABLE GROUP and to which all suppliers of the ABLE GROUP are expected to adhere. If suppliers use sub-suppliers, they are also responsible for their sub-suppliers also complying with these requirements. The supplier must their sub-suppliers and ensure that they are also met.

It is understood that national legislation, rules and regulations are complied with during all work. This applies both to employees of the ABLE GROUP as well as to all suppliers and their sub-suppliers.

We regard the definition and implementation of this Code of Conduct as being an integral part of our socially and ecologically responsible corporate governance. It is also an opportunity for us to support the sustainable development of our company in the long term. It is therefore crucial to use to continuously improve the standards defined here in our everyday work. We expect the same from our suppliers.

COMPLIANCE WITH THE ABLE GROUP CODE OF CONDUCT

The ABLE GROUP reserves the right to check compliance with the standards defined here in an appropriate manner, for instance through audits, and to adapt the standards defined here, if necessary.

We will systematically deal with infringements to laws and the standards defined here, among other things by initiating proceedings under employment law or terminating business connections.

CONTACT

Should you have any questions regarding sustainability and the Code of Conduct you can contact the Corporate Social Responsibility Officer at any time at CSR@able-group.de.

Information about possible infringements of legislation of this Code of Conduct can be reported to the CSR Officer at the independent e-mail address csr-able@outlook.com. All allegations will be treated confidentially.