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## Management System for Corporate Responsibility and Compliance

For more than 25 years we have been supporting manufacturers and suppliers in various industries in the development of their products. Our relationship with our customers is characterised by a high degree of reliability and strict secrecy in the project work. Trust is an important foundation for lasting customer relations here. The financial stability and transparency of our company, along with our technical services and the extensive know-how of our employees, are essential conditions for successful partnerships. We conduct our business within the framework of the applicable laws and regulations and comply with professional and ethical standards.

As an engineering services provider for development services, Philotech recognises its responsibility towards customers, employees and business partners.

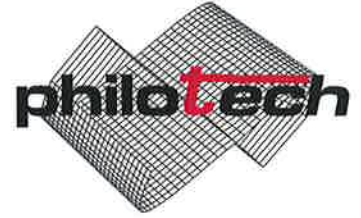
Our treatment of customers, employees and natural resources is described in the **PI-OM-300.01-P Code of Conduct** – management document.

All Philotech employees are expected to comply with the contents of this Code of Conduct. In every respect, line managers have the additional responsibility of setting an example, overseeing the legitimacy of all conduct on behalf of Philotech and promoting our corporate culture in terms of its professionalism, ethics and compliance.

The **Code of Conduct** describes how to deal with the following issues:

- Observance of current laws
- Human rights
- Equal opportunities and equal treatment
- Corruption, bribery and accepting advantage
- Appropriate remuneration
- Occupational health and safety
- Protection of the environment
- Data protection, secrecy and information security

The company processes are constantly checked and improved.



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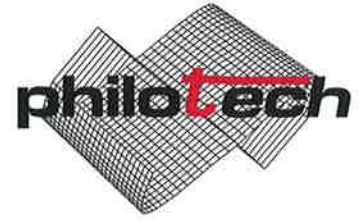
Every year, compliance with the Code of Conduct is checked by the management and a corresponding **Corporate Social Responsibility Sustainability Report** prepared and published.

Taufkirchen, 26.01.2017

Philotech GmbH

Hartwig Dirscherl  
Chief Executive Officer

A handwritten signature in blue ink, appearing to read "H. Dirscherl", is written over the printed name and title of the Chief Executive Officer.



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Change Directory:

Version	Date	Description of the Change	Author
1.0	26/01/2017	Initial version	A.Borde