

MOBA CODE OF CONDUCT
ETHICAL PRINCIPLES OF THE MOBA-GROUP





THINK GLOBAL,
ACT HUMAN

PREFACE

This Code of Conduct defines ethical principles of the **MOBA-Group**. It forms the basis of the daily work of our employees all over the world and describes the demands on our suppliers and service providers, with whom we cooperate at home and abroad.

With this conduct, the **MOBA-Group** wants to assume and communicate social, economical and ecological responsibility.



Volker Harms
President & CEO



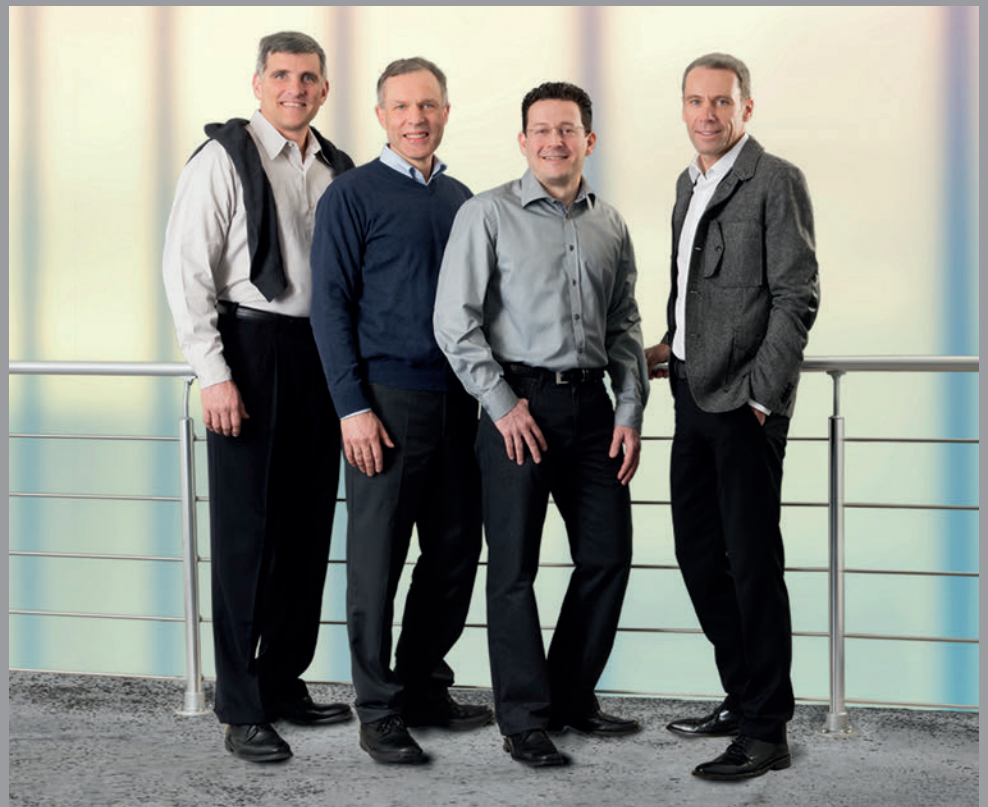
Dr. Holger Barthel
Vice President Manufacturing & Logistics



Alfons Horn
Vice President Development



David Shelstad
Vice President International Sales



from left to right: David Shelstad, Alfons Horn, Dr. Holger Barthel, Volker Harms

ETHICAL PRINCIPLES OF THE MOBA-GROUP

GUIDELINES THAT DEFINE OUR DAILY ACTIVITIES

01. **Compliance with the Laws**

We, the MOBA-Group, comply with all national and international laws, thereby fulfilling the Moba standards.

02. **Health and Safety at the Workplace**

The MOBA-Group ensures that the workplace and its environment (machines, items of equipment and work process, chemical working materials, etc.) do neither endanger the physical safety nor the health of the employee. Appropriate measures to reduce the risk of accident and improve work conditions are the aim of regular optimization programs.

In addition, employees receive trainings on safety and health at the workplace.

03. **Principle of Non-Discrimination**

The MOBA-Group does not allow any discriminating measures or actions. All employees have to be treated equally independent of skin color, sex, religion, political opinion, age, social or ethnical origin, sexual orientation or other personal characteristics.

04. **Remuneration and Social Benefits**

The remuneration paid to the employee must comply with all applicable laws on wages and salaries, including those related to minimum wages, overtime, and social benefits. In addition to the legal requirements, we ensure a fair and adequate rewarding of our employees.

05. **Working Hours**

The MOBA-Group ensures the compliance to legal restrictions on working hours. Maximum working hours per day or week are regulated by national laws and in accordance with the conventions of the International Labor Organization.

The restriction on overtime is regulated by local statutory or contractual obligations. Prescribed breaks are granted as well as respected.

06. **Forced Labor**

The MOBA-Group does not make use of forced or compulsory labor. Disciplinary actions by direct or indirect violence are prohibited. This includes verbal, psychological or physical violence.

07. **Child Labor**

The MOBA-Group does not accept an employment of children under the age of 15.

Restrictions according to the Youth Work Protection must be observed on a national level. International restrictions are implemented by our branches.

08. **Corruption**

The MOBA-Group is committed to comply with current anti-bribery and anti-corruption laws in all its business activities. We reject a personal influence of our business partners through gifts or other benefits.

09. **Environmental Protection**

The MOBA-Group has installed procedures and standards to minimize environmental impact. They comply with or even exceed the legal minimum requirements.

10. **Employees and Company**

Employees, managers, and board members must not use information and assets, gathered in the course of their work, or the position of the company for dishonest personal benefits. None of the mentioned persons may be in direct or indirect competition with the company.

11. **Suppliers and Service Providers**

The MOBA-Group expects of their suppliers and service providers to be guided by this Code of Conduct and undertake all possible measures to comply with the guidelines. We also expect them to demand the compliance with the same or a similar Code of Conduct of their supply chains.

12. **Business with Specific Countries**

It is our policy to comply with current regulations and laws for imports and exports, in order to protect human rights in other states. For this reason, a variety of activities to comply with export control regulations, such as the embargo and sanctions list, or the implementation of the EG-Dual-Use-Regulation belong to our daily work. Furthermore, we also support the conditions of our US-American clients when dealing with conflict material from individual African states (Dodd-Frank-Act, Section 1502).

13. **Implementation**

No employee should suffer any disadvantage derived from the compliance to the principles of the company. Employees are obliged to report violations of the Code of Conduct to the executive board.

14. **Management System**

The company has built a management system that reflects the central aspects of the mentioned principles above. It will be constantly developed.

15. **Social Commitment**

The MOBA-Group supports sports facilities as well as cultural and other institutions that serve a public interest in the respective regions of all branches.

ONE GROUP - ONE RESPONSIBILITY



◆ HEADQUARTERS ● SUBSIDIARIES ● DEALER

MOBA GROUP

The **MOBA GROUP** is a leading Global Player in the world of mobile automation. Close cooperation and specific networking between the headquarter in Limburg an der Lahn and subsidiaries all over Europe, Asia, North- and South-America create new perspectives for current and future developments.

Technical know-how and long-term experience combined with an international dealer network ensure a premium support - **worldwide. INSPIRING MOBILE AUTOMATION** - this is what the **MOBA GROUP** stands and has stood for for even more than **40** years.

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