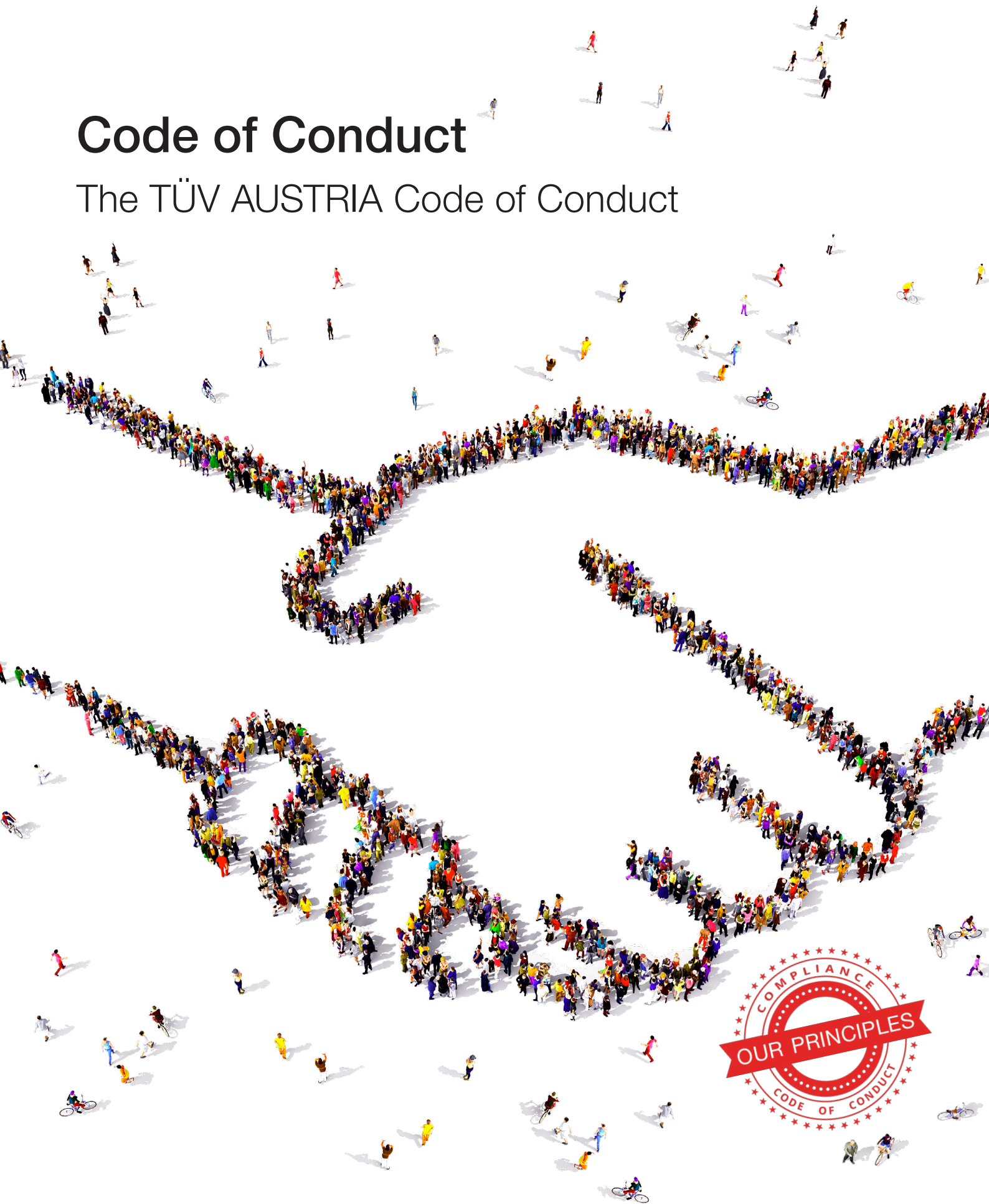


Code of Conduct

The TÜV AUSTRIA Code of Conduct



TÜV AUSTRIA Group

Commits to the following compliance principles



Integrity

Compliance with the law, ethical principles of conduct and a business policy based on social responsibility.

Avoidance of Conflicts of Interest

Honest, responsible and fair dealings, with all business activities being in full and unlimited compliance with applicable law.

Confidentiality and Data Protection

Confidential treatment of information and personal data in the performance and administration of all activities.

Prevention of Corruption

Prohibition of all forms of bribery and corruption while requiring all employees to pass an annual compliance check.

Fair Business Practices

To respect the rules of free competition, applicable and internationally recognized laws and to refrain from sharing sensitive company data.

Occupational Safety and Health

To respect all applicable occupational safety and health laws, and to implement appropriate measures to protect health and safety.

Compliance with Environmental Regulations

Obligation to protection of the environment, use of natural resources carefully and sparingly and to avoid environmental hazards.

Fair Working Conditions

Honest, responsible and fair dealings as well as full compliance with applicable law in all business activities.

Advancing this Code of Conduct

To require all business partners, subcontractors and third parties to comply with the TÜV AUSTRIA Code of Conduct.

Protection of Whistleblowers/Tip-off Givers

Reports can be made anonymously via the Whistleblower System at www.tuvaustria.com/compliance.

If such a report is not made anonymously, TÜV AUSTRIA Group assures that any person who reports a genuine concern in good faith will not be subject to any form of reprisals as a result of their report, unless the report is demonstrably made in bad faith or the reporting person is himself involved in the offence in question.

In such a case, it is not possible to maintain protection of the notifying party vis-à-vis investigating authorities. All reports will be properly investigated and appropriate action will be taken whenever a violation is found.

Additional Information

If you have any questions or are in doubt, please contact your competent contact person within TÜV AUSTRIA Group directly.

Alternatively, you can submit an inquiry via the TÜV AUSTRIA website or contact the TÜV AUSTRIA Group Compliance Officer:

compliance@tuvaustria.com

www.tuvaustria.com/compliance