



# MOBA CODE OF CONDUCT

# PREFACE

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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  
Chief Executive Officer



Dr. Holger Barthel  
Executive Vice President

# ETHICAL PRINCIPLES OF THE MOBA-GROUP

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## COMPLIANCE WITH THE LAWS

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

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## ENVIRONMENTAL PROTECTION

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

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## 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.

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## 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.

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## 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).

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## 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.

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## MANAGEMENT SYSTEM

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

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## 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.

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## DATA PROTECTION

The companies of the MOBA Group process, store and protect personal data in compliance with the respective local legal regulations. Personal data is collected confidentially, only for legitimate purposes and in a transparent manner. We only process personal data if it is protected against loss, alteration and unauthorized use or disclosure using appropriate technical and organizational measures.

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## IT SECURITY

The companies in the MOBA Group pay attention to IT security and adhere to the applicable rules and regulations for information security. The rules provide guidelines for different groups of employees and are relevant for all employees.

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## WHISTLEBLOWER CHANNELS

Due to local legal requirements (Whistleblower Protection Act), the companies of the MOBA Group provide protected channels for reporting possible breaches of regulations where these legal requirements apply.

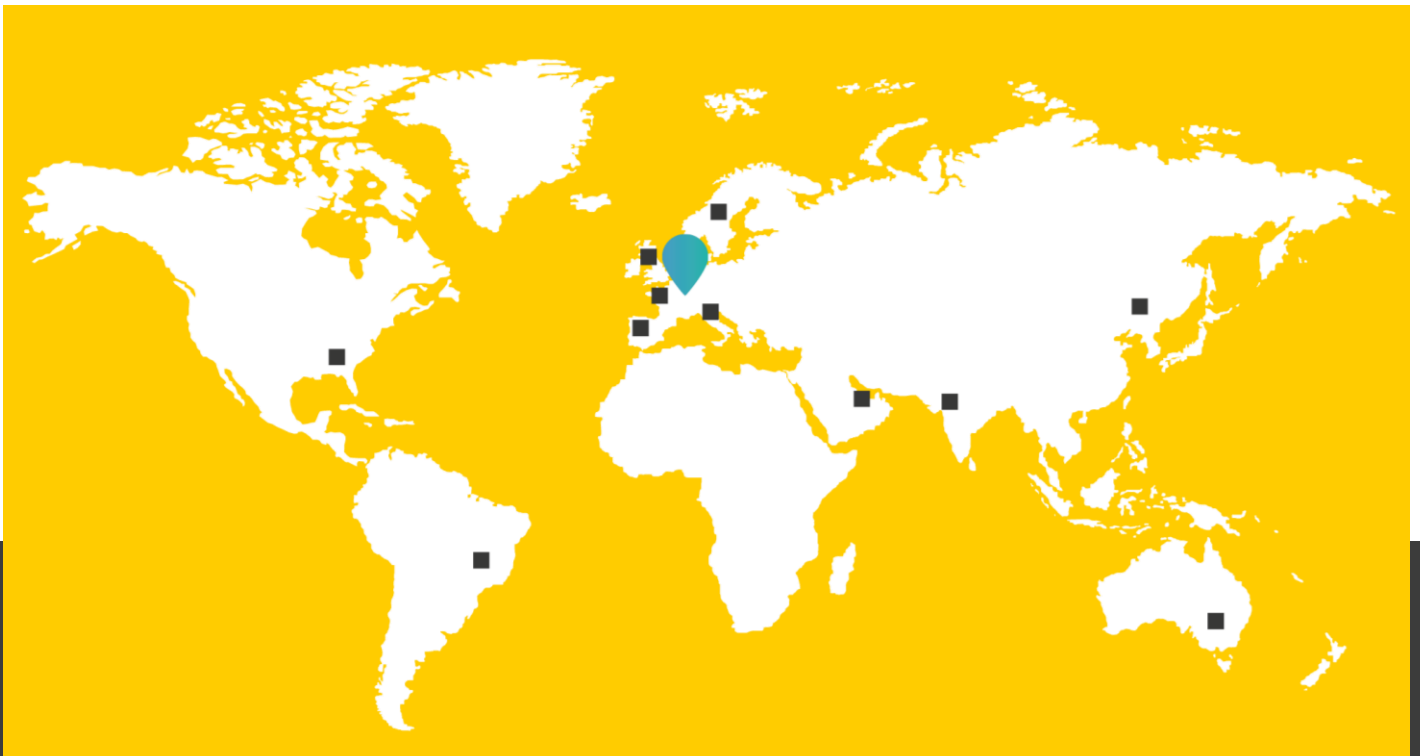
We expect our business partners to also provide their employees with effective tools and procedures for reporting breaches of ethical and legal principles.

# MOBA GROUP

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The MOBA Group has been an established name in mobile automation for more than 50 years. Our know-how and many years of experience in automation technology distinguish us as globally recognized experts. We develop and produce innovative machine control systems, identification and mobile weighing technologies as well as flexible software solutions. But MOBA components and systems are also used in other areas where robust and reliable sensors, controllers and operating units are required.

**First Choice In Mobile Automation** - that's what MOBA has stood for for more than 50 years!



## CONTACT

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