

Wolftank Group | 29<sup>th</sup> April 2022 | Innsbruck

# CODE OF ETHICS

## Code of Ethics

Our Code of Ethics describes Wolftank Group's commitment to professional, healthy and human behaviour. In addition, it promotes the creation of an appropriate working environment and encourages building a positive impact on our related communities.

The Code of Ethics is mandatory and applies to every member of the Group. The company supervises and controls its compliance, as well as provides a private whistleblowing system, that defines the process activated when receiving information about irregularities. It includes the analysis of this information and the determination of the action to be taken.

Our Code of Ethics includes the following fundamental principles:

1. Comply with all applicable laws and regulations wherever Wolftank Group is present; conduct business with integrity and in a manner that enhances the company's reputation.
2. Deliver stable value to shareholders while protecting their investment, ensuring solid performance combined with corporate governance and risk management of the best available standards.
3. Offer customers excellent products and services and win new business through fair competition.
4. Treat employees fairly and respectfully, recognise their skills and differences, reward them for their achievements, and provide a safe and healthy work environment.
5. Treat suppliers and subcontractors honestly and fairly.
6. Play an active role in environmental protection through increasingly careful and eco-compatible management of all our business activities and by developing and implementing our commitment to the community.
7. Contribute positively to the well-being and development of the communities in which our group operates.