

Since 1948, the name FOERSTER has been synonymous with quality and precision. As a technological leader, we act as a competent and reliable systems partner and solution provider for our customers. Not only our products and services are reliable, but so are we. We therefore comply with the applicable legal provisions and commit to the principle of highest ethical and moral integrity.

This Code of Conduct which applies to all of FOERSTER's employees lays out this commitment in 10 principles. Every employee of FOERSTER shall embody these principles.

1. Law-abiding and responsible employees

Our customers expect from us utmost precision and reliability. Every employee has to be aware that even a single breach of the law or deviation from internal stipulations can damage the reputation of our company and can entail grave consequences for the job security in our company.

FOERSTER therefore expects all employees including the executive board and the management to know and abide by all laws and other binding rules and regulations relevant to their field of work.

All violations of the law therefore must be avoided. In this respect, every employee is responsible not only for himself, but also for his colleagues.

2. Ensuring product quality and product safety

Our sensors are known for detecting even smallest material defects. In order to provide our customers with the expected precision and product safety, we also apply internally highest quality standards: Should there be security concerns or the slightest doubt about the quality of our products, our employees are obligated to inform their supervisor without delay and to take all necessary steps to protect our customers.

All applicable provisions on product safety including strict internal quality and safety specifications must be observed at any time.

3. Integrity and reliability towards our customers

Our customers rely on our products and services and on us. We do not make false representations to our business partners and we stick to our commitments. Should a commitment nevertheless retrospectively turn out to be infeasible, we will communicate this to our customers openly and voluntarily and will search for a solution that satisfies everyone involved.

We will not tolerate illegal behavior to the detriment of our customers under any circumstances.

4. Fair competition

FOERSTER prevails in competition due to quality, innovative strength, cost efficiency and global presence. We do not engage in unfair competition. Therefore, unfair agreements with our competitors are prohibited, as are any kind of bribery or other actions of corruption towards our customers.

We neither exchange information with our competitors on competition-sensitive topics, such as pricing, conditions or pending product launches, nor do we enter into agreements on customers or areas of operation. Should we nevertheless receive sensitive information from a competitor, we will immediately and without being asked reject this information and make clear that we have destroyed it and do not wish to obtain such information.

We ensure that our competitors do not gain knowledge of trade and company secrets of FOERSTER and refrain from investigating our competitors' trade or company secrets.

We cannot be bought with invitations, gifts or financial benefits and we do not buy business deals in this way. Bribes to obtain a contract are absolutely forbidden to us. When it comes to invitations and gifts, we are careful that they do not give rise to the suspicion of being offered in order to obtain a contract. Should FOERSTER's employees for their part have legal or moral concerns when receiving invitations or gifts, they shall immediately check with their supervisor and in case of doubt refuse the gift or invitation.

We act fairly towards our business partners and do not abuse our market position. We refrain from threatening with immediate suspension of deliveries as well as calling for boycotts or systematically impeding other companies. For the re-sale of our products, we do not impose fixed prices on our contracted dealers.

5. Adherence to tax and export control provisions for our international business

Although our roots are in Germany, we are bound to internationally applicable law by our global business activities. In contact with our foreign business partners, we generally adhere to the foreign trade, tax and customs law of the countries in which we do business. This applies to the import as well as the export of our goods and services.

Every employee has to observe the compliance with laws applicable in a foreign country when products are produced, sold or otherwise placed on the market in that country. Export control regulations can further apply to the transfer of technology or to joint research and development projects with foreign companies.

6. Particular attention regarding the use of sales agents and other intermediaries

When contracting sales agents or other service providers for business procurement, we ensure that the commissions and other payments are adequate in relation to the services provided. The services of our sales agents also always have to comply with legal requirements. FOERSTER's employees are aware that payments of commissions may be regarded as inadmissible bribes. The concrete services provided by the agent therefore always has to be checked in advance and must be transparently and unambiguously documented. Bills without the denomination of a concrete consideration must not be paid.

Agents and service providers must not be used by FOERSTER to deviate from the provisions of this Code of Conduct.

7. Data protection and data security

FOERSTER attaches great importance to the security of the data of its employees and business partners. When using personal data in business transactions, all of FOERSTER's employees have to ensure the protection of privacy and keep personal data confidential.

Data on the identity of business partners and the subject of business relations have to be protected from unauthorized access by means of suitable technical safeguards.

8. Responsible handling of company property

FOERSTER has great trust in its employees. In return, all employees are obliged to ensure the best possible maintenance and proper use of the objects owned by the company. Company property must not be used for private purposes or removed from the company premises without prior written consent of the supervisor.

Company data must not be copied manually or electronically or otherwise be brought outside of the company sphere without the authorization of the supervisor.

9. Avoidance of conflicts of interest

Situations in which private interests of employees conflict with the commercial interests of FOERSTER have to be avoided. If employees feel they might be in a conflict of interest, they immediately have to inform their supervisor and look for a solution.

No employee is permitted to engage in professional activities that could compromise the interests of FOERSTER. This especially applies to activities for FOERSTER's competitors. Secondary employment in any case requires the prior written consent of the supervisor.

10. Ethical and moral integrity

Beyond the strict legal provisions, FOERSTER's employees are obliged to constantly behave in a morally and ethically impeccable manner. Any discrimination in relation to co-workers and business partners on the grounds of age, disability, origin, skin colour, sex, sexual orientation or other personal traits is prohibited. We work resource-friendly and avoid the endangerment of humankind and the environment.

FOERSTER commits to the principle of merit. FOERSTER's employees will therefore only be assessed on their merits and not on further extraneous grounds. The same applies to the initiation of business relationships and the choice of business partners.

Guidance for employees

Should employees of FOERSTER suspect or know of possible breaches of the law or of this Code of Conduct, they should turn to their supervisor or to management. Such hints will be treated confidentially and anonymously upon request. FOERSTER will take the hints seriously and immediately act upon them to end possible breaches of the law and avoid them in the future.

Alternatively, there is the possibility to report to an external ombudsman (impartial arbitrator), who will also take on information anonymously if requested and will investigate the facts. For this purpose, please contact:

Dr. Wolfgang Durach compliance.foerster@lohmann-partner.de t +49 711 666 3164

The management of FOERSTER carries particular responsibility for the implementation of these principles of conduct. Every manager therefore has to ensure in an adequate way that no breaches of legal provisions or provisions of this Code of Conduct occur in his area of responsibility, and that no hushing up measures are undertaken.

This, however, does not discharge any individual employee from his own responsibility. Every single one of FOERSTER's employees has to stand in for his personal actions. FOERSTER will adequately take into consideration if a breach of law has occurred unintentionally or if an employee intended to cause damage. If an employee discloses unintentional wrongdoing immediately after he becomes aware of it, he does not have to fear disciplinary actions.

The executive board of FOERSTER takes this Code of Conduct as seriously as it expects its employees to do. In case of contravention, it reserves the right to take disciplinary measures.

Felix Förster

Christoph Schanz

Dr. Jürgen Schröder

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