

Stöcklin

Home of Intralogistics



CODE OF CONDUCT

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Home of Intralogistics

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A. Stöcklin Logistics' Code of Conduct

As an internationally engaged company, Stöcklin Logistics, together with its affiliate companies is confronted with legal, ethical and social questions and challenges in many areas. It is in our own best interest to achieve and secure long-term, sustainable business success in this area of engagement while maintaining our basic principles. Our code of conduct establishes general principles of conduct for the governing body, the management staff and all employees active in the company. It is a mandatory constituent of our conditions of employment, forming a structural basis for honest and ethical behavior. We cannot accept any type of behavior in violation of this code, even when it may promote business. It is the responsibility

of each and every one of us to base all behavior on existing laws, this code of conduct and other mandatory directives issued by the company. Our company places great value on constructive cooperation based on mutual trust, conducive to open exchanges of opinion at all corporate levels. In cases of doubt regarding correct business conduct based on our code of conduct, we obtain advice from our colleagues or superiors. Any violations to the code of conduct should be discussed openly with superiors, without fear of personal disadvantages. We encourage you to read the code of conduct and request you to always be guided by the principles of this code in your actions.

B. Our Basic Principles

We endeavor to be a reliable and honest business partner.

Customer satisfaction

Our customers are always the focal point of all action. Customer satisfaction forms the basis for our corporate success, today as well as in the future. We listen to our customers and work out solutions to provide added value and mutual benefits for customers and Stöcklin Logistics.

Customer benefits

In all our areas of business our employees concentrate on obtaining the best results for our customers and to always provide or develop innovative solutions for our customers' requirements.

Product quality, reliability and safety

Our objective is to find, develop and produce high quality products to ensure customer satisfaction and customer benefit. And to ensure the highest quality for our products and processes, going far beyond average. We satisfy the quality standards of our customers and are rewarded accordingly.

We distinguish ourselves from our competitors by verifiable superior quality. Our overall quality and volition to permanent improvement increase our performance capability.

State-of-the-art working conditions

We pay our employees fair and competitive wages. We safeguard our employees against unfair or unethical working conditions, including debt bondage, compulsory and child labor as well as protecting them from health-endangering working conditions.

Etiquette and discrimination

Our behavior toward one another is distinguished by courtesy, fairness, openness and respect, and we expect all our employees to behave accordingly, externally as well as toward one another.

We will not tolerate molestation, harassment or discrimination based on nationality, race, religion, faith, gender, age, sexual orientation or handicap.

Personnel management

We want competent management and technical personnel. We provide leadership on a result-oriented basis and include our employees in decision-making processes. For this purpose we delegate the authority and responsibility required to fulfill the assignment to our employees. We support the capabilities and ideas of our employees. Our methods of leadership are distinguished by transparency and effective communication of information. We allow the staff to share in our success. The basis for this is formed by individual performance, the results of each individual range of responsibility and the overall success of the company.

Personnel development

We demand and support self-initiative and teamwork beyond the employee's own area of activity. We do everything in our power to ensure that our employees can continually improve, develop and expand their personal strengths, to strengthen our company as a whole in this manner. Our employees act according to mutually agreed objectives and consciously contribute to the success of the company.

Freedom of opinion, speech and assembly

We respect the right of our employees to join unions, as long as local laws are observed.

We recognize the right of each employee to free speech and to freely express her/his opinion, as long as exercise of these rights does not prevent the employee from fulfilling his/her occupational duties or violate the Stöcklin Logistics' code of conduct.

Structure

We adapt our structures to our social objectives - not vice versa - acting on a short-term basis. We approach changes with a positive attitude. We experience changes as opportunities, not threats.

Communication

We communicate continuously and openly with our employees, customers, suppliers, investors and interested public. We increase the degree of familiarity with our products and the company in all markets relevant for us.

Growth

We do not make compromises with our financial integrity. Financial risks and operative measures require appropriate review and approval. We measure our success on a continuous increase in earnings. We do not attempt to maximize earnings at the cost of the future.

Increasing turnover is not an end in itself. It is required to achieve proper corporate size and thus long-term profit growth. We forgo earnings without long-term contribution to operating income.

Innovation

Innovations are relevant for success and form the basis of our company's competency. We take a positive attitude toward innovative ideas and promote these unbureaucratically at all stages.

Protection of company property

Protecting Stöcklin Logistics' assets is the duty of each individual employee. This also applies for our reputation, our intellectual property, information, products, fixed assets and other property.

We are committed to proper use and care of all of Stöcklin Logistics' assets and ensure that they are protected against misuse, loss, theft and waste. Stöcklin Logistics' assets may be used only for legitimate social purposes. Intellectual property rights, originating from or developed by employees in context with their employment are the property of Stöcklin Logistics.

Information security

Protection of the confidentiality, integrity and availability of critical information is important for use regardless of its form or storage location.

In our company documents are archived properly in observance of the applicable legal regulations.

Business documents are important company assets and are to be treated accordingly with all due diligence. All internal documents are the sole property of Stöcklin Logistics and may not be used for illegal or personal purposes.

Conflicts of interest

Our personal interests should never have any effect on our ability to judge business affairs or our decisions.

As employees of Stöcklin Logistics we avoid all situations, in which our personal interests conflict with the interests of Stöcklin Logistics, even when this involves only appearances.

We must not misuse our position at Stöcklin Logistics to gain unjustified personal advantages or advantages for relatives or other persons, which whom we are closely associated.

In the event of a conflict of interest, the affected employee should contact his superior, in order to find a reasonable solution.

We endeavor to be a reliable and honest business partner.

Principle

We endeavor to establish fair, cooperative, long-term relationships with our business partners.

Observance of laws and regulations

We follow all laws and regulations, relevant for our activities. We practice our internal principles and ensure that they are observed.

Every single employee is responsible for pursuing his/her activities according to all laws and regulations, this code of conduct and the internal directives and regulations of Stöcklin Logistics.

Prohibition of graft and corruption

We do not tolerate any form of graft or corruption, either in context with public officials or private persons.

Gifts, expenses for entertainment and recreational activities

It is not permissible to offer, promise, allow or accept gifts or invitations to restaurants or recreational activities in order to improperly influence business decisions. They must comply with all applicable laws and local regulations and be commensurate with the occasion, position and function of the receiver. Monetary gifts are not permissible under any circumstances.

Human rights

We endeavor to ensure that activities within our range of influence do not have any negative effects on fundamental human rights, listed in the General Declaration of Human Rights of the United Nations or the core agreements of the International Labor Organization, either directly or through our business relationships.

Health, safety and environment

We take all measures necessary according to experience, based on the state-of-the-art and justifiable under the given circumstances, to prevent occupational accidents and occupational illnesses.

We conceive our products, processes and actions to preserve environmental resources. We know that opportunities are always associated with risks. For this reason, we take calculated risks in full recognition of „worst case“ scenarios. Risks are not taken, which could endanger the future existence of the company.

Data privacy protection

The personal rights of our employees, customers and other business partners are important for us, so that we do not reveal any confidential information regarding them, unless such disclosure is legally prescribed. We take technical and organizational measures to ensure that personal data is protected against unauthorized use.

Employees are not permitted to give confidential information or company business secrets to third parties or misuse them for other purposes. This obligation remains effective even after the termination of an employment relationship at Stöcklin Logistic.

Support

If you have any questions regarding a special business situation or implementation and application of the requirements in this code of conduct, contact your superior or the manager of the personnel department within due time.

Obligation to report possible violations

If you gain knowledge of any illegal conduct within the company or violations to this code of conduct or directives issued by Stöcklin Logistics, you are obligated to report such violations to your superior. If you have any reservations about speaking with your superior regarding such matters, contact a member of the management staff.

Sanctions

Each and every employee is responsible for ensuring that her/his own conduct complies completely with applicable law, this code of conduct and the company principles.

Stöcklin Logistik will not tolerate violations of any kind and will take disciplinary action all the way to a possible termination of any employee infringing on the law, this code of conduct or the company principles.

No tolerance for retaliatory measures

We will not tolerate any retaliatory action against employees who in good faith express reservations regarding actual or suspected illegal or unethical conduct. Stöcklin Logistics will preserve the confidentiality of such notifications, to the extent legally permissible.

Disclaimer

This code of conduct does not establish any rights which can be legally claimed by employees or third parties against Stöcklin Logistik AG or its affiliates. This code of conduct is subject to change at any time.