

This Code of Conduct defines the basic principles, behavior and requirements which apply for our everyday worklife. Each employee, manager working with A.Eberle GmbH & Co.KG, their suppliers' of goods and partners are committed to these principles to do justice to our responsibilities towards human beings and environment.

1. Legal compliance

- to comply with the laws of the applicable legal system(s).

2. Respect for the basic human rights of employees

- to promote equal opportunities and treatment for their employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his/her will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, which is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in applicable laws;
- to recognize, as far as it is legally permitted, the right of free association of employees and to neither favor nor discriminate members of employees' organizations or trade unions.

3. Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best possible precautionary measures against accidents and work-related diseases;
- to provide training and to ensure that employees are educated in health and safety issues;
- to set up or use a reasonable occupational health & safety management system.

4. Prohibition of child labor

- to employ no workers under the age of 15 and in countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

5. Environmental protection

- to act in accordance with the applicable legal and international standards regarding environmental protection;
- to minimize environmental pollution and to improve environmental protection continuously;
- to set up and use a reasonable environmental management system.

6. Prohibition of corruption and bribery

- to tolerate or engage in no form of corruption or bribery including any payments or other forms of benefits in order to influence decisions.

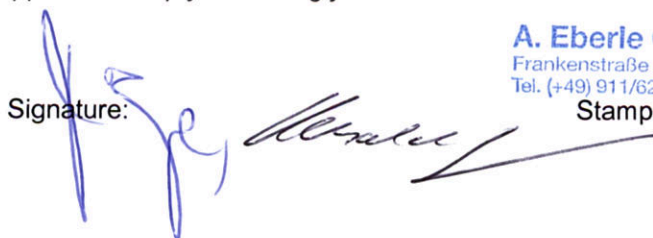
7. Supply chain

- to encourage their suppliers to comply with the contents of this Code of Conduct accordingly
- to comply with the principles of non discrimination with regard to supplier selection and treatment.

A.Eberle GmbH & Co.KG reserves the right to change this Code of Conduct, if necessary. If so, A.Eberle GmbH & Co.KG expects their supplier to comply accordingly.

Date: 29.10.13

Signature:



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