



## Code of Conduct

Nickelhütte Aue GmbH can look back on nearly 400 years of tradition as pyrometallurgical works and recycling company. The existence since its inception in 1635 as blue dye works shows responsible and prosperous action in the past.

Therefore, we see highest customer service, fostering of environmental protection, minimization of environmental pollution / damage by closing recycling loops and maximized health and occupational safety protection by avoiding injuries and diseases, still as our future duties. The energy-intensive treatment processes of Nickelhütte Aue have always been requiring process-related reduction of energy consumption.

These duties are evaluated and monitored by an integrated management system that meets the standards of DIN EN ISO 9001, 14001, 50001 and BS OHSAS 18001.

We are committed to the observance of compliance with all related laws and regulations as well as professional and moral standards in our industry. Likewise, the fulfilment of specific customer demands plays a crucial role.

We do not tolerate and will not engage in any form of corruption, bribery and accepting or granting of improper advantages. The regulations of the antitrust and competition law build our legal basis.

We respect the privacy of our employees and comply with legal regulations about data protection. Commercial, corporate and client data are subject to confidentiality.

The management and the department managers fulfil their role model function. We demand the set examples of principles and values as well as responsible action from all employees.

To protect the continuity of our enterprise, we will also perform in future continuous improvements of products and their quality, as well as steady progress in the areas of environmental protection, health protection and industrial safety. We will constantly continue on increasing the energy efficiency of our processes and facilities. Equally the effectiveness and propriety of the management system is checked and developed regularly.

The employees are the basis of our success. They shall be supported continuously. The daily cooperation is characterized by appreciation of the person and acknowledgment of good performances and results.

In order to obtain the objectives resulting from this policy, our company determines activities and measures by involving all employees.

These principles are binding for all employees of our company. In regard to our suppliers and subcontractors, we demand a comparable consciousness and responsible care accordingly.

Besides our economical responsibility we are also aware of our social responsibility. By supporting culture and sport activities we make a contribution to a liveable surrounding for people in our region.

Aue, 25<sup>th</sup> July 2016



**Carluß**  
Managing Director



**Sobieraj**  
Managing Director