

The „CODE OF CONDUCT“ of the GPMS GmbH

„Quality, Commitment and Competence“

The standing and reputation of the GPMS GmbH are of the highest value for us. Therefore we traditionally associate our corporate thinking and acting with ethical principles.

As an internationally operating service company the GPMS GmbH is subject to diverse country specific statutory regulations. Compliance with such laws and international treaties, as well as the understanding of and the respect for other cultures are binding upon us.

We deal fairly with our business partners and our employees and foster open dialogue.

We act responsible and problem solving for our clients and we are a thoughtful employer for our staff.

We thereby rely onto the excellent qualification of all our employees and the constant improvement of our processes and knowhow.

This Code of Conduct serves as a guideline and provides details of the way in which we want to act in our day-to-day business.

1. We will treat each other with respect and esteem. We will accept our responsibility for clients, employees, the company and our environment.

We will deal with each other politely and will regard and respect each other, regardless of the gender, race, religion, nationality or any disability. Within the company, we will work together with clients and business partners, irrespective of differences between or commonalities of the people concerned. For hiring, payment and promotion of employees, solely their abilities and qualification shall be relevant. Nobody at GPMS GmbH must discriminate employees. Access to promotional and training measures, dismissals or retirement regulations will be decided by us regardless of the gender, religion, race, nationality, age or any disability.

We want all employees to feel at ease with GPMS GmbH. We will not tolerate any harassment or molestation of employees.

We will inform each other frankly, regularly and responsibly.

We will stand up for our social responsibility. The most important contribution to this is to safeguard existing and to create new jobs. We will disapprove of child and compulsory labor.

We will support and promote the protection of our environment. In this context, we understand our contribution and involvement into outstanding projects within the future orientated plant technology and within the renewable energy sector as exemplary.

2. We will conduct our business in a fair way

We will not prefer or disadvantage clients that are competitors to each other in an unfair way. We will act appropriately in our dealings with all business partners. The selection of our cooperation partners and of our subcontractors will only be based on GPMS GmbH's and our client interests.

3. We will handle business transactions correctly and be watchful in order to prevent malpractice

We will conduct all business transactions properly and conscientiously. We will abide by all statutory requirements and rules that are to be applied. We will comply with the regulations on money laundering and terrorism financing.

4. We will act with integrity

In dealing with our employees, clients, business and cooperation partners and authorities we will not offer unseemly financial or other benefits. We will refuse to gain unjustified advantages in business by gifts of any kind whatsoever.

We will not accept gifts or sums from business partners which exceed the normal extend due to hospitality or occasional gifts of low value.

5. We will be loyal to our company

Whenever we discover potential for improvement or extraordinary risks, we inform our management accordingly.

We will treat the property of our company and work equipment entrusted to us with care.

6. We will protect the health and safety of our employees

We will carefully control and safeguard that safety trainings and safety instructions during the project assignments of our employees are conducted in due time and in a professional manner. In case of permanent assignments there are constant updates in regular sequences.

We obey the general and client specific requirements and regulations for prevention of accidents and worker protection. Potential foreign assignments in sensitive regions are checked considering the basis of the actual pieces of information and in case of doubt we decide in the interest of safety and health of our employees.