

Code of Ethics and Data Secrecy of SLR-Gußwerk II BetriebsgesmbH and SLR-MetallbearbeitungsgesmbH, hereinafter referred to as SLR-Steyr.

Scope and implementation:

The Code of Ethics of SLR-Steyr contains basic information about the core values and principles of the company.

The Code is intended to provide employees, managers and business partners with uniform and clear guidelines on the implementation of these values and principles. The Code of Ethics applies throughout the Steyr location.

The guidelines of the Code of Ethics shall also be followed by the suppliers.

Business principles:

The relationship with our business partners shall be characterized by transparency. We provide our partners with transparent information.

Legal provisions:

We undertake to comply with the applicable laws and regulations in each country in which we operate.

Relationship with customers and suppliers:

We are a market-oriented company. Customer satisfaction provides a basis for long-term success. However, we expect our business partners to work to the same high standards as we do. SLR-Steyr expects its suppliers to acknowledge and comply with this Code of Ethics and to confirm their acknowledgement of and compliance with this Code.

Reliability:

We keep our promises to our customers and employees. We manage and control our business risks and take responsibility for our actions.

Goals:

We set ourselves ambitious goals and strive for continuous improvement.

Positive working climate:

Our employees are the key to our success. Compliance with accepted occupational health and safety standards is one of our basic principles. SLR-Steyr encourages an open dialog with employees and employee representatives.

Personal development:

SLR-Steyr aims at developing our employees' abilities and skills. The company supports training and development for the benefit of the company and its employees.

Occupational safety and health:

SLR-Steyr feels obligated to provide, and continuously improve, safe and healthy working conditions for all employees.

No discrimination:

SLR-Steyr feels obligated to act in a fair manner towards all employees, irrespective of the color of their skin, race, gender, religion, nationality, political opinion, sexual orientation, social origin, age, or disability.

Correct business practices:

In carrying out their duties, all employees are required to abide by all relevant national and international laws.

Avoiding conflicts of interests:

All business activities are consistent with the economic goals of SLR-Steyr. Accepting or offering gifts is not permitted, except with the consent of the Management.

Protection of assets:

Company property shall not be used or disclosed or modified without appropriate authorization. It shall in no case be stolen, damaged or destroyed. SLR-Steyr expects its employees to protect the tangible and intangible assets as well as the reputation of the company.

Protection of the environment:

SLR-Steyr considers environmental protection to be an integral part of corporate policy. SLR-Steyr continually evaluates its environmental standards to provide its employees and the public with comprehensive information.

Political involvement:

SLR-Steyr deliberately refrains from political involvement. Neither the name nor any assets of SLR-Steyr shall be used to support political parties or candidates.

Data Secrecy:

The obligation to maintain data secrecy (in accordance with the Data Protection Act) shall, notwithstanding any other obligations of secrecy, comprise the existing obligation to keep secret any data and information from manual or automation-based applications that may have been confided or made available to you under your professional or contractually agreed employment.

The Supplier shall be obligated to keep secret and not to disclose to any person any business or trade secrets that may come to the Supplier's knowledge. Such obligation shall survive the termination of the business relationship. Moreover, such obligation of secrecy shall cover any customer information provided to SLR! You shall not transmit such data and information except as expressly ordered by the Customer. At any rate, you shall not use the data and information provided to you for any purposes other than the contractual purposes, i.e., especially not pass on such data and information.

During and after the term of the current business relationship, the Supplier undertakes to keep strictly confidential any affairs and processes the Supplier may become aware of in performing its activity. Any violation may have legal consequences.

Signed by the Management on

02.03.2016

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