



## **CORPORATE GOVERNANCE PRACTICES**

The company implements all corporate governance practices required by law. In addition, particular reference should be made to the Code of Conduct in the current version from 2016. It applies across the Group and its contents are trained worldwide. In 2018, all employees in the Group signed a commitment to comply with the directive. Since then, all newly hired employees have been instructed about the Code of Conduct. For the entire workforce, the next repeat commitment to the Code of Conduct will take place in 2021.

In addition, all managers and all other relevant employees in the Group are trained once a year using an e-learning tool and are obliged neither to participate in nor tolerate acts of corruption. In addition, this training is connected with an obligation to act in accordance with the rules of competition law.

Lastly, there are numerous standards, pertaining to Finance and IT in particular, that regulate organisational procedures within the Group.