



General information

RTA is aware of its general social responsibility and will actively implement this through an ethical, environmentally conscious and customer-centred value system. Our overriding principle of behaviour is that we conduct ourselves in accordance with the law. This value system is not only practised by the company's shareholders, managers and employees, but also applies to our partners. The values and principles listed do not contain detailed instructions, but serve as the basis for an open, respectful and legally compliant corporate culture.

Sense of responsibility

We see the sustainable implementation of our corporate policy as the central task of our management team. Our wide-ranging sense of responsibility is regularly passed on to all employees. Every employee makes a significant contribution to the fulfilment of our objectives in their area of responsibility.

Intellectual property

RTA's intellectual property, as well as the intellectual property of our customers and suppliers, is an important asset of any organisation. We expect our managers, our employees and our suppliers to actively contribute to the identification, recording and protection of intellectual property. "Intellectual property" includes patents, trademarks, copyrights, trade secrets, know-how and any other intangible personal property created by the intellectual endeavours of its creator. As a consequence, the use of plagiarised and counterfeit materials is strictly rejected. Our suppliers are also obliged to install processes to recognise plagiarism and counterfeit materials and subsequently not to use them.

Equal opportunities, diversity and non-discrimination

We respect all people regardless of their age, gender, ethnic origin, religion, disability or sexual orientation by recognising their dignity and their right to privacy. Every employee and every supplier is obliged to refrain from any kind of discrimination.

Suppression of money laundering, corruption and unfair competition

We do not tolerate money laundering, corruption and unfair competition that impair free competition. This applies in particular to cartel agreements. We also expect our suppliers to vigorously combat these issues.

Transparency and respectful communication

Our company is perceived as a trustworthy and reliable partner by all interested parties through transparent and open communication. The management sees this type of communication as an essential contribution to the company's success, which should be realised by our employees.

Any activities or personal interests that create or appear to create a conflict between personal interests and the interests of the company or would otherwise interfere with your ability to fulfil or perform professional duties will be avoided. Our managers and employees do not take advantage of opportunities that they have discovered through the use of company assets or information in their possession. Company assets or information in the possession of our employees are not used for their personal gain or the personal gain of a family member or friend. Our managers and employees also do not compete with the company.

Compliance

We regard compliance with all legal and official regulations in the context of our business activities as a cornerstone of our corporate philosophy. We comply with the applicable wage, salary and occupational safety laws and offer our employees at least all legally prescribed benefits. Working hours must comply with the applicable regulations governing working hours, rest periods and holidays.

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We do not tolerate child labour, forced labour or serfdom (collectively referred to as "modern slavery") and we ensure that our employees are of a minimum age (regulated by the Child and Youth Employment Act, KJBG). We are committed to respecting the human rights of all people in the context of our business activities and in our value chain in accordance with the United Nations Guiding Principles on Business and Human Rights.

We respect the freedom of association under collective bargaining agreements worldwide and promote social dialogue at both individual and collective level. We respect employee representation and the freedom to belong to a trade union.

We ensure compliance with all regulations for the import and export of goods, services and information. Regardless of the delivery process, business with persons or companies on sanctions lists is prohibited as a matter of principle.

Openness and appreciation

As the basis of a healthy corporate culture, we endeavour to maintain an open and respectful relationship with all those involved in the company. Internal conflicts are resolved within the company and are not aired in public. By resolving conflicts in this way, our employees contribute to maintaining the reputation of our company.

Competition and antitrust laws are designed to promote and protect free and fair competition. We support strong competition and do not tolerate unfair business practices. Our management, executives and employees deal fairly with customers, suppliers, competitors and their employees. We do not take unfair advantage of manipulation, concealment, abuse of privileged information, misrepresentation of material facts or other practices that result in unfair trade.

RTA will not tolerate retaliation against anyone who in good faith asks questions, speaks up about possible misconduct, or participates in a review or investigation. Retaliation includes, but is not limited to, a change in work hours or schedule, demotion or other adverse consequences resulting from speaking out about a possible violation of the Code of Ethics. Any retaliation or attempts to discover or disclose the name of an employee who reports a concern in confidence may result in disciplinary action, up to and including termination of employment.

Environment

Our planet's resources are finite. Therefore, we must realise the most responsible, careful and sustainable use of these scarce resources and the environment in which we live. To this end, our company has established an environmental management system and certified it in accordance with the ISO 14001 standard. This enables the reuse and recycling of materials that have already been removed from the environment in a targeted manner by evaluating the resources used. Our business activities promote the improvement of operational environmental protection and decarbonisation by avoiding the use of fossil fuels in the future within the framework of legal requirements. By setting an example, managers raise awareness of environmental protection among all those involved in the company. Every employee and every supplier contributes to protecting the environment by acting responsibly.

Working environment

Compliance with the specified occupational health and safety regulations is a basic requirement for our company. This includes, in particular, ergonomic workplace design, determination of necessary protective measures and zero tolerance with regard to inhumane employment conditions. Every employee is required to implement these requirements in their own area of work.

Suppliers:

We actively encourage our suppliers to also observe the principles of the RTA Code of Ethics and to implement the behavioural instructions formulated here. In doing so, we ensure that our suppliers are aware of possible links between the production of raw materials and armed conflicts or gross human rights violations. The OECD guidelines on due diligence for responsible supply chains for minerals from such regions must be complied with if minerals are sourced from conflict regions or high-risk areas. The provisions of the German Supply Chain Due Diligence Act and the regulations on Corporate Social Responsibility (CSR) contained therein must also be observed mutatis mutandis and, if necessary, evidence must be provided to us.

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Financial responsibility:

We must always prepare honest, accurate and complete financial information, strictly adhere to generally accepted accounting principles (UGB) and have adequate internal controls and processes in place to ensure that all accounting and financial reports comply with applicable rules and are properly documented. We are responsible for ensuring that our books and records are free from false or misleading statements when presented to independent auditors and that our books and records are maintained in accordance with legal requirements and applicable accounting standards. We only make payments when proper, complete and accurate supporting documentation and authorisations are available.

Whistleblowing reporting system:

A software-based solution is in place at RTA to implement the European Whistleblowing Directive (2019/1937/EU). Whistleblowers who wish to report violations or indications of such violations in the areas of public procurement, financial services, product safety, transport safety, environmental protection, food safety, animal welfare, public health, consumer and data protection and corruption, which are exhaustively listed in the law, can do so in anonymised form in compliance with data protection regulations under the legal protection of the Whistleblower Protection Act. To do so, simply enter the following link in the address bar of the open browser:

hintbox.rothtechnik.eu

Contact person:

In order to ensure that our managers and employees have understood the content of our Code of Ethics, it is handed out by the HR department upon joining the company or during auditing activities and explained if necessary.

If necessary, our managers ensure that the Code of Ethics is implemented by providing appropriate training for employees.

We ensure that our partners and suppliers receive the latest version of the Code of Ethics and confirm compliance with its content. Compliance with our ethical principles is ensured by regularly obtaining these confirmations.

Our Ethics Officer is available to answer any questions, concerns, complaints or reports of compliance violations:

Ethik@rothtechnik.eu

All information and complaints received will be treated confidentially. It goes without saying that a complainant or whistleblower will be protected from retaliation and their anonymity will be preserved.

The wording in the RTA Code of Ethics is always intended to address both genders equally, although no gender-specific distinction has been made in the interests of readability.

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