

## Code of Conduct

### PURPOSE

Signer Titanium supports the ten principles of the United Nations Global Compact. We are committed to the United Nations Universal Declaration of Human Rights and the core labour standards of the International Labour Organization (ILO).

### Human rights

- **International human rights**  
We respect and honor all recognized international human rights.
- **Violations of human rights**  
We do not participate in activities violating human rights.

### Labour standards

- **Freedom of association**  
We recognize the right of all employees to form trade unions and employee representatives on a democratic basis.
- **Forced Labor**  
We strictly reject any form of forced labour. No employee may be forced to work by force and/or unlawful measures.
- **Child labour**  
We strictly reject any form of child labour or other exploitation of children and young people.
- **Discrimination**  
We do not tolerate any form of discrimination or harassment. We treat all employees equally, regardless of gender, age, skin color, culture, ethnic origin, sexual orientation, religious affiliation, political opinion or ideological conviction.

### Environmental protection

- **Precautionary principle for environmental problems**  
We use our entire experience, our technical know-how and our creativity to conserve resources and avoid stress for humans and contamination for the environment.
- **Promoting environmental awareness**  
We work continuously to improve our environmental balance and the use of our resources. In carrying out our business activities, we ensure that any impact on the environment is kept as low as possible.
- **Accelerating the development and dissemination of environmentally friendly technologies**  
We replace old devices and equipment with the latest and environmentally friendly technologies.

### Prevention of corruption

- **Corruption, extortion and bribery**  
We promote fair competition. We would rather forgo business and failing to achieve our goals than to break the law. We condemn corruption in any form and consistently implement our zero tolerance. We expect the same from our business partners.