

# Ethics and conduct for Ringele AG

## 1. Foundations: lean philosophy and business culture

We believe that the basis for sustainability and entrepreneurial success resides in our business culture and lean philosophy. These are characterised by, among other things, a focus on operational excellence and commercial success, as well as an awareness of ecological and social responsibility.

Our business culture is shaped and put into practice by means of a holistic lean approach, a strong sense of responsibility and a high degree of value orientation. The values that guide Ringele are set out, for example, in our mission statement, our value pyramid, our guidelines for staff meetings, our code of ethics and our code of conduct.

Ringele is convinced that a strong compliance culture and sustainable operations can only be realised if everyone helps. This can only be achieved with a defining business culture and with managers who lead by example.

## 2. Ethics and conduct

The Ringele AG code of ethics and code of conduct are of fundamental importance for all employees and management. They document our value-based business culture. Setting the highest standards in matters of ethics and operational excellence enhances the benefits for our customers, and ultimately for society.

The board of directors, the management and the staff are familiar with the codes, and required to comply with their provisions. They are expected to act in accordance with them to the best of their knowledge and belief, and are even encouraged to draw managers' attention to any breaches. Neither time pressure nor the wishes of customers or of other parties justify non-compliance with the codes.

Ringele's reputation as a responsible, holistic and sustainable company depends on the day-to-day decisions and actions of each individual.

The code of ethics describes the concept of humanity and the fundamental principles for decision-making with regard to appropriateness, proportionality and balancing of interests. This is based on shared morals and values, laws and a company-specific framework. It is generally intended to help people decide between right and wrong. The code of ethics can be found on the Ringele website.

The code of conduct provides specific guidelines for appropriate behaviour and compliance in specific situations. It is treated as an internal document and only sent out on request, or in connection with audits.



Ringele regularly assesses whether regulations, contractual agreements and other policies comply with the codes. These are regularly checked to ensure that they are correct and up to date. Ringele employees are informed of any amendments.

### **3 Code of ethics**

We act in a sustainable and ethical manner, with integrity, competence, care and respect when dealing with our customers, suppliers, partners and colleagues, as well as the public. We encourage others to work in a professional and ethical manner.

Our decisions and actions are based on our lean philosophy, with the aim of maximising productivity and operational excellence via consistent waste reduction and continual improvement. We prioritise quality standards, precision, process reliability, and maintaining close and intensive relationships with our customers. We focus on efficiency and effectiveness, i.e. 'doing the right thing right'.

We set high standards for ourselves when it comes to our values (see our value pyramid, mission statement or sustainability model).

Our underlying personal attitude is characterised by openness, authenticity, respect, fairness and dedication. We are self-critical and we welcome opportunities to improve.

Our culture is defined by mutual trust, honesty, commitment, team orientation and personal responsibility. We identify with our profession, as well as with the continual improvement of our firm and of ourselves. To this end, we scrutinise the status quo, so as to translate better solutions into new stable processes and new standards.

Our strongest leadership principle is that of leading by example. We demonstrate high performance, along with trust in our employees and ourselves. We communicate proactively, as appropriate for the situation, at the right level and transparently. Our decisions are based on logical, reasoned and well-founded conclusions.

We show the patience required to implement measures sustainably.

**Ringele AG**  
**Wasenstrasse 49**  
**4133 Pratteln**  
**Switzerland**  
[www.ringele.ch](http://www.ringele.ch)