

# Code / Code of Conduct

## **Our Code / Code of Conduct**

*The basic elements of our acting are decency, honesty, fairness and human reason. We protect all people in their personality and individuality, regardless of their cultural, religious, ethical background, sexual orientation or gender identity.*

## **Social responsibility**

*We take our social responsibility seriously and respect the international human rights.  
Under no circumstances, we tolerate forced labour, slavery, human trafficking or child labour.*

## **Fight against corruption and bribery**

*We do not tolerate bribery, corruption or kickbacks. We observe the working laws and obligations of the respective country.*

## **Our business activities**

*We are a production company in the forging sector with the core competence open-die forging and ring rolling.*

## **Our Quality**

*Our priority is quality and sustainability.  
Our pronounced quality thinking secures the future for STOOSS.*

## **Our employees**

*Our employees are our capital. We are committed to their professional development. We offer our employees fair salaries and social security.  
We do not tolerate discrimination or sexual advances, neither verbal nor physical.*

## **Our leadership and communication**

*We lead through jointly agreed goals, motivation and recognition. We delegate tasks, responsibility and decision-making authority as far as possible.  
We rely on honest and open communication because it creates trust.  
We do not speak publicly about company matters.*

## **Our clients**

*We attach great importance to compliance of delivery dates and close and long-term cooperation with our customers. Our many years of practical experience and in-depth knowledge of international market conditions form the basis for comprehensive advice.*

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## ***Our suppliers***

***We evaluate our suppliers for a long-term partnership, taking into account economic efficiency and quality standards.***

## ***Our Operational Health Management Program***

***We are committed to safety at work and train our employees accordingly. We expect personal responsibility regarding the use of our machines. Therefore, we always inform our employees about the current safety guidelines.***

***We strengthen our existing employee resources and want to preserve their health. We try to detect as early as possible when performance is declining or threatens to decline.***

***Presenteeism (meaning presence at the workplace despite health or other impairments that would have justified an absence).***

***Increase in motivation, performance and productivity.***

***Reduction of the risk of disability.***

## ***Our environmental concerns***

***We attach great importance to maintaining a healthy environment.***

***We comply with the legal requirements of the Swiss state. We are committed to actively reducing CO<sub>2</sub> emissions and optimizing energy.***