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Managing Director:
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Code of conduct



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1. Vision and values

Our activities are aimed at preserving water as a resource of life for people and nature. Together with our customers, we ensure the best possible water cycle and protect against potential dangers from water.

Family-Oriented

NIVUS GmbH is an owner-managed and family-owned company. The owner family takes its responsibility towards customers, employees as well as the society and makes decisions based on the principle of sustainability. We perceive and consider family conditions in order to provide a pleasant working place to our employees. This ranges from variable working times through home-based work to childcare during public holidays.

Powerful

As an interdisciplinary and performance-oriented community we achieve superior performance for our customers and partners. In doing so, all of our team contribute their individual strengths in varying functions. We are convinced that we provide our customers a great added-value, either in the form of a comprehensive product range featuring system solutions meeting highest demands or in the form of an extensive range of services and customer-oriented consulting.

Quality-Conscious

Our definition of quality goes beyond the level of pure product quality. Rather, all of us are particularly concerned to do the best to make sure that customers and partners benefit from a high level in consulting, products and service. We are aware that highest quality only comes into being once the idea of quality is shared by everyone - managers, employees and our suppliers. This is what we live.

The Code of Conduct includes legal and operational requirements within the NIVUS GmbH and the NIVUS Ltd. (“the NIVUS Group”) are acting. This document equates to a code of behaviour, whereas all employees may be confronted in everyday work with moral, ethical or legal issues. All employees should always ask themselves, if their behaviour or action is compatible with these guidelines. It is absolutely necessary to comply with these binding requirements. It is not allowed to undermine these principles due to any employment contract. If there is a violation of these principles the according part of the employment contract will not be legal.

Note: This code of Conduct is intentionally brief so that it is simple to read and to understand since this is not a legal document.

2. Legal conformity

Each employee of the NIVUS Group is obliged to behave within the scope of local, national or international legal requirements. It is necessary to protect the legal conformity of the NIVUS Group and to prevent criminal punishment, compensation claims or injury to reputation. The NIVUS Group is urging its employees to consider and to check the regulations of local markets.

3. Prohibition of bribery and corruption

The NIVUS Group has zero tolerance for corruption and bribery. Employees of the NIVUS Group are not allowed to accept donations or pass illegal donations to third parties. Corruption is also present as soon as personal interests influence business matters. An employee should prevent this kind of conflict on interests, in worst case he/she has to inform the respective line manager. Regarding invitations and presents there are special circumstances. Absolute transparency is required in case of third companies presenting offers and gifts. Presents are allowed to a regular extent such as low-value gifts featuring the company logo. Consideration, however, shall not be expected. Inappropriate presents and invitations (>50€) shall be rejected.

4. Customer relations

The NIVUS Group and its representatives as well as the employees are committed to dealing responsibly with customer relations and confidence. To maintain long-term customer relations as striven by the NIVUS Group it is necessary to provide bespoke products and services. Within this scope it is necessary to provide fair and competent consulting enabling customers proper decisions for the purchase of our products. The NIVUS Groups sells exclusively products and services of which they think that the purchase decision has been made without any constraints or personal interests and that there is a benefit for the customer. The NIVUS Group is interested in fair customer relations and expects a mutual dialogue on an equal level. The integrity of customer data is very important to NIVUS. Even after conclusion of contract and purchase transaction the NIVUS Group assists customers regarding consulting and support. Customer satisfaction is evaluated and improvement suggestions are implemented.

5. Basic rights of employees

All employees working for the NIVUS Group are encouraged to act collegially, respectfully and dignified towards colleagues. Physical punishment, psychological, sexual or verbal harassment, mistreatment and intimidation are strictly prohibited even in form of disciplinary measures. The NIVUS Group represents in its character as company variety, tolerance and equal opportunities. Every single employee is encouraged to influence and to develop the NIVUS Group independent of role or position.

6. Ban on children working

Children under 15 years are not allowed to have a contract of employment with NIVUS Group.

7. Safety and health of the employees

The NIVUS Group is obliged to provide safe and healthy working conditions for all employees. All measures on safety at work are checked regularly and will be monitored to guarantee that they are followed. All employees are continuously educated regarding industrial safety. Every single employee is able to reduce the risk of accidents by maintaining safe working environments and appropriate behaviour. Employees shall follow the rules on safety, implement careful behaviour, expect potential mistakes caused by other persons, act considerately and thoroughly and shall not conceal risks and dangers, but inform colleagues or line managers accordingly.

8. Supply chain

The NIVUS Group's principle at purchase is a fair cooperation with the suppliers which is implemented in regular supplier audits and comprehensive general terms and conditions of purchase. This measure is to ensure that the NIVUS Group's values are satisfied by its suppliers. This will be guaranteed in personal dialogues and on a contractual base. The relation between suppliers and the NIVUS Group is particularly worth protecting since the NIVUS Group is interested in long-term contracts. The NIVUS Group carefully selects suppliers based on confidence and responsibility. The NIVUS Group has urged suppliers to consider their supply chain critically in order to avoid slavery or human trafficking within.

9. Discrimination

The NIVUS Group refuses to tolerate any form of discrimination. No employee may be discriminated or harassed due to race, origin, nationality, skin colour, birth, sexual identity, age, ideology, physical or mental skills, appearance or political attitude. Bullying und sexual harassment are not allowed.

10.Environment

All NIVUS Group employees are committed to using natural resources and energy responsibly, and to supporting all measures that help protect the environment as part of the company's vision.

Violation, irregularities and active infringement of these guidelines by or against an employee of the NIVUS Group shall be reported to the line manager or shall, if concerned, reported to the executive board.