CODE OF CONDUCT
The Rules that Govern our Actions

Respect and Equal Opportunities

Responsibility

Confidentiality

24/7 365

Responsibility

Confidentiality

Respect

Maintenance

On-site

Respect
Code of Conduct

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Dear Colleagues,

With our Code of Conduct we intend to clarify not only the laws and regulations that every employee of the Lawo Group is expected to adhere to, but also the values and ethical standards that are of particular importance to us as a company. These must be abided by both internally and in our dealings with customers, suppliers and other business partners.

Our Code of Conduct is binding for every member of the Lawo Group, whether a board member, general manager, supervisor or employee. Violations of this Code of Conduct may lead to appropriate consequences, including labor law and disciplinary measures. We furthermore expect our suppliers and business partners to comply with this Code of Conduct.

Thank you in advance for your continued support.

Andreas Hilmer
CMO

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CCO

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CTO

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CEO & CFO

Ulrich Schnabl
COO

Christian Lukic
CSCO

„Responsible and lawful conduct shall govern all our activities“
I. Compliance with Laws and Regulations

Lawo Group commits itself to comply with the applicable laws and regulations of all countries in which we operate, and in each and every business decision and activity.

It is the responsibility of employees to inform themselves about the legal regulations that must be observed in their specific work area. As a company, we do our very best to support our employees by providing them with suitable information and training. If, in specific cases, national law should provide for stricter regulations than our Code of Conduct, the national law shall apply.

II. Corruption/Bribery/Acceptance of Gifts

Lawo Group wishes to comply with the highest ethical standards. Therefore, we will not tolerate any involvement of our employees or business partners in corrupt practices such as bribery, the acceptance or granting of inappropriate gifts, unusual discounts, etc.

Both granting and accepting benefits to influence a decision are illegal and punishable by law. Every country has its own anti-corruption regulations, which must be observed at all time.

In case of any doubt, please consult with your supervisor to determine whether granting or accepting a given benefit is lawful.

III. Money Laundering

Lawo Group expects its employees and business partners to strictly comply with all laws and regulations so as to prevent money laundering.

In addition, all services or purchases made by Lawo Group shall be settled on a cashless basis.
IV. Respect and Equal Opportunities

It is important to us as a company that both the internal collaboration and the cooperation with external partners is based on mutual appreciation.

Together with our employees, we intend to create and maintain a positive working environment where no one is discriminated against because of gender, age, handicap, nationality, skin color, religion, ideology or sexual orientation. We will not tolerate any kind of discrimination, harassment or insult and we will pursue every incident both internally and in accordance with applicable laws.

V. Handling of Company Information and Confidentiality

Trade secrets and confidential business information must never be disclosed to unauthorized third parties.

All employees are responsible for the protection of our confidential data, and, of course, those of our business partners, in their domain. This includes the conclusion of Non-Disclosure Agreements, the clear identification of business secrets, the use of automatic screen locks, etc.

VI. Use of Internet and IT

We wish to protect not only the IT infrastructure of the Lawo Group but also that of our business partners. Therefore, it is particularly important that every employee complies with all legal and internal rules and regulations regarding the responsible use of the Internet and IT solutions.
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