

## Corporate Governance & Social Responsibility

---

The Corporate Governance & Social Responsibility Policy of ESTEPE is based on the following core values and commitment:

- Board and management team of ESTEPE are comprised of directors/managers who are knowledgeable and have expertise relevant to the business and are qualified and competent, and have strong ethics and integrity, diverse backgrounds and skill sets, and sufficient time to commit to their duties.
- We respect the right to non-discrimination and equal opportunity for employment. People are employed and are provided opportunity based on the principle of equal opportunity, without distinction to race, color, gender, religion, health, sexual preference, nationality, social origin and status, political or other opinion, personal background, descent, origin or age. ESTEPE is committed to ensuring that the individuals building our products and components and providing services to our company are afforded responsible working conditions, and are treated with dignity and respect. This means amongst others: No forced or compulsory labour, No human trafficking, No child labour, Wages/Overtime comply with local law, Freedom of Association and No Harassment or discrimination.
- Associates shall have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.
- We are committed to design, produce and supply products and services to our customers in compliance with all applicable quality and safety regulations and standards.
- We do not accept any behaviour that is intended to deceive or mislead others. All employees and other persons working for ESTEPE are required to prevent fraud within ESTEPE and to report any fraud or suspicion of fraud.
- We are committed to the principle of vigorous but fair competition. We adhere to laws and regulations which are designed to ensure effective competition.
- We do not accept any bribery and corruption in any way or form.
- We make it clear that business decisions are based solely on benefits to ESTEPE and not on considerations of past or future personal gain. We offer and accept gifts, entertainment and hospitality in an appropriate and transparent manner.
- Integrity is one of ESTEPE's core principles. We are committed to conducting our business in a lawful, fair and honest way and expect the same from our business partners.
- We expect personal responsibility and professionalism from all our employees and other persons working for ESTEPE at all levels and require them to act in the best interest of ESTEPE. We avoid situations in which a conflict, or the appearance of a conflict, could interfere with our ability to make decisions objectively and act in the best interest of ESTEPE.
- We respect the privacy of our customers, employees, business partners and other stakeholders, and we will use and protect their confidential data and information in line with the General Data Protection Regulation (GDPR).
- We record and report information accurately, completely and honestly. We do not make misrepresentations or false statements. We keep records of transactions in a transparent, accurate, complete and timely manner in accordance with ESTEPE accounting principles.