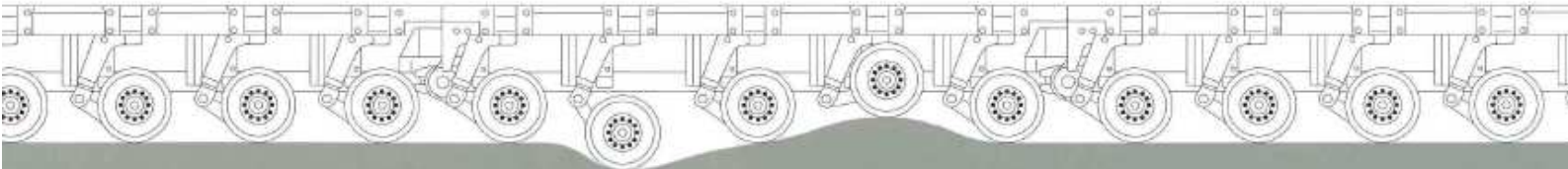


CODE OF CONDUCT

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Code of Conduct for our suppliers



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WE TURN THE WORLD INTO MOTION

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Foreword

We, the TII Group with its companies Scheuerle Fahrzeugfabrik GmbH, Nicolas Industrie S.A.S, Kamag Transporttechnik GmbH & Co KG and Tratec TII India Private Limited (together the TII Group), are a global company and place great emphasis on sustainability in our business processes.

The TII Group bears responsibility towards customers, employees and the public as well as the environment. This corporate responsibility includes being compliant with applicable laws at all times and respecting ethical principles.

We also expect our suppliers to uphold these principles.

Company core principles

Each company undertakes to comply with the law and all applicable statutes. In particular, the following core principles are important to us:

Human rights

Our suppliers respect and protect the regulations applicable worldwide for the protection of human rights. This refers to the prevention of child and forced labour in particular.

The rules laid down in ILO Conventions 105, 136 and 182 must be observed in this regard.

Discrimination

On the basis of equal opportunity, the TII Group expects its suppliers not to discriminate against individuals for their ethnic, national or social background, skin colour, age, gender, disability, religion, world view or sexual orientation. This also applies to political views, insofar as these are based on democratic principles and tolerance towards those with other convictions.

Working hours and remuneration

Compliance with applicable national legislation on working hours is expected. Employee remuneration must also be in accordance with applicable national laws.

Business relationships

Credibility and trust are key in business transactions. Decisions are inherently made only on the basis of objective criteria. Personal interests and relationships should not affect any decision. Therefore, the following core principles are particularly important to us.

Prohibition of corruption

Corruption will not be tolerated. Our suppliers shall ensure that no payoffs, bribes or unauthorized payments of any kind are made on behalf of their or our company.

Gifts, invitations

Our suppliers shall not offer TII Group employees any gifts, invitations or inappropriate benefits of any kind which would lead to undue influence.

Invitations and gifts are only permitted if the occasion and scope are appropriate, that is, of small value and pertaining to locally recognized business customs.

Money laundering

Suppliers of the TII Group shall uphold their legal obligation to prevent money laundering and shall not participate in money laundering activities.

Data protection

Our suppliers shall observe all applicable laws for the protection of personal data of employees, customers, suppliers and other relevant parties.

Consequences for violations of the Code of Conduct for suppliers

If these core principles are not complied with, the TII Group is entitled to terminate the business relationship with such suppliers with immediate effect. It is at the discretion of the TII Group to waive these consequences and to take alternative measures. These can be immediate corrective actions by the supplier, with which prevention of future breaches can be credibly demonstrated.