

CODE OF CONDUCT

UNIFLEX-HYDRAULIK GMBH

0. Preamble

Uniflex-Hydraulik GmbH and all of its subsidiaries (hereinafter collectively referred to as "Uniflex-Hydraulik") are committed to honesty and integrity with respect to their entire business conduct towards employees, customers, suppliers, competitors and other stakeholders. Uniflex-Hydraulik recognizes that legal and cultural requirements vary in a global market. Uniflex-Hydraulik expects all of its business partners to act with the same fairness, honesty and responsibility in all aspects of their business.

This **Code of Conduct** (hereinafter referred to as "Code") highlights important standards that are consistent with Uniflex-Hydraulik's company values and to which Uniflex-Hydraulik commits itself to strictly adhere. Uniflex-Hydraulik also fully respects and complies with the corporate group values of Group Freiherren Waitz (<http://www.waitzvoeschchen.de/corporate-group-values.html>).

While Uniflex-Hydraulik intends to continue the Code indefinitely, it reserves the right to amend or terminate this policy, at any time and in any manner, for any reason or no reason.

1. Compliance with the Code

Uniflex-Hydraulik acknowledges and agrees to comply with the standards of the Code which is an integral component of its business practice.

2. Compliance with Laws, Rules and Legal Regulations

Uniflex-Hydraulik will comply with any and all applicable laws, rules and legal regulations in the countries in which it operates and will maintain a system to monitor compliance with such laws, rules and legal regulations.

3. Respect to Human Rights

Uniflex-Hydraulik will treat all individuals with respect and fairness and will observe basic human rights set forth, for example, in the Universal Declaration of Human Rights of the United Nations and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the UN International Labor Organization (ILO), including, but not limited to, the prohibition of forced or child labor, and the provision of reasonable wages, social benefits, working hours, freedom of association and other fair working conditions in compliance with applicable laws.

Uniflex-Hydraulik will maintain an environment with no retaliation, free of discrimination and harassment on the basis of gender, age, race, skin color, ethnicity or national origin, citizenship, religion or religious beliefs, physical or mental disability, veteran status, sexual orientation or any other characteristics protected by applicable law.

4. Antitrust and Competition Compliance

Uniflex-Hydraulik will strictly comply with all applicable antitrust laws, trade practice laws and any other laws, rules and regulations dealing for example with monopolies, unfair competition, restraints of trade and competition, and relationships with competitors and customers. Uniflex-Hydraulik will not enter into agreements with competitors and other acts, which may unfairly impact competition, including, but not limited to, price fixing or market allocations.



5. Anti-Corruption

Uniflex-Hydraulik will comply with applicable laws and regulations concerning anti-corruption, including those concerning foreign corrupt practices.

Uniflex-Hydraulik will not engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion or the use of illegal payments, including without limitation, any payment or other benefit conferred on any individual, company or government official for the purpose of influencing the decision-making process whether or not in violation of applicable laws.

Uniflex-Hydraulik will never offer, grant, demand or accept bribes, illegal payments, payoffs, kickbacks, incentives, gifts, entertainment, favors or other benefit of a value in exchange for business opportunities.

6. Product Safety, Health and Environment

Uniflex-Hydraulik will be committed to manufacture and deliver safe products and provide a safe working environment that supports accident prevention and minimizes exposure to health risks to its employees.

Uniflex-Hydraulik will comply with applicable laws and regulations on environmental protection and will preserve resources and protect the environment as much as possible.

7. Data Protection, Confidential Information and Intellectual Property

Uniflex-Hydraulik will comply with all applicable laws concerning data protection.

Uniflex-Hydraulik will ensure that any confidential business information or trade secrets gained by virtue of the business activities with others (hereinafter referred to as "Confidential Information") is held in strict confidence and not improperly used or disclosed to third parties. Furthermore, Uniflex-Hydraulik will protect and secure third party's intellectual property and Confidential Information with the same degree as being used in own matters.

8. Export and Import Regulations

Uniflex-Hydraulik will comply with all applicable import and export control laws, including without limitation, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods and technology.

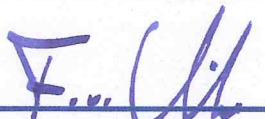
9. Violations of the Supplier Code

The provisions of this Code are essential for the business relationship between Uniflex-Hydraulik and others. Therefore, if others do not comply with the Code, Uniflex-Hydraulik reserves the right to terminate the business relationship with those others subject to applicable laws.

Any person is encouraged to report violations of the Supplier Code to Uniflex-Hydraulik. Contact details are available on the Uniflex-Hydraulik website (www.uniflex.com).

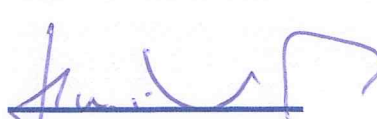
With its signatures, the executive Management of Uniflex-Hydraulik hereby confirms that Uniflex-Hydraulik shares, respects and adheres to and applies the Code values as stated above:

Karben, June 29th 2017



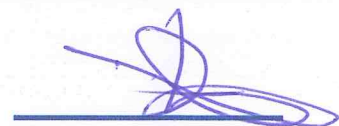
Dr. Friedrich v. Waitz

Karben, June 29th 2017



Dipl.-Ing. Harald v. Waitz

Karben, June 29th 2017



Patrick Sticker