



CODE OF CONDUCT ON OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENTAL PROTECTION (HSE CODE)

FOR EMPLOYEES, CUSTOMERS AND BUSINESS PARTNERS OF S.K.H. SCHALTANLAGENBAU UND
INDUSTRIEMONTAGE GMBH

The Code of Conduct on Occupational Health and Safety and Environmental Protection (HSE Code) is a mandatory guideline that must be observed to prevent work accidents as well as environmental or property damage. We expect our customers and business partners and their employees and business partners to adhere to this code as a prerequisite for a business relationship.

The management board of S.K.H. Schaltanlagenbau und Industriemontage GmbH explicitly declares that these requirements to itself and its employees, in internal as well as external respects, exemplifies its self-compulsory principles, basing on international conventions.

Martin Wratzlawek

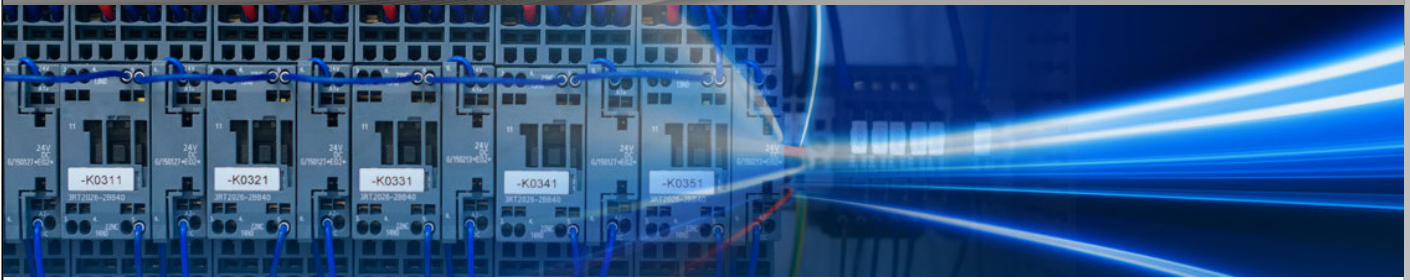
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1. Risk assessment and safety measures

We provide all employees with a safe workstation that meets the requirements of occupational health and safety. Company management prepares a risk assessment and provides appropriate safety measures. Before starting work, all employees must conduct a safety check to avoid risks to themselves and others.

Risk assessment also includes requirements relevant for environmental protection. When using hazardous substances, operating materials and auxiliaries, the defined protective measures must be strictly observed.

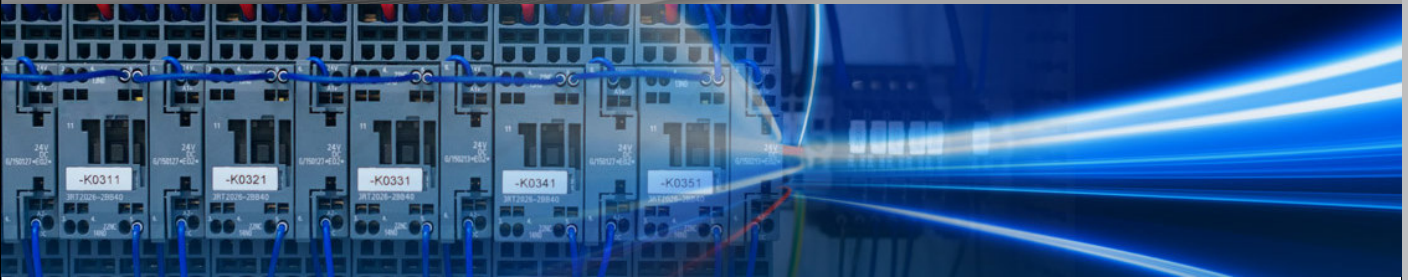
Should the safety measures be insufficient, appropriate solutions must be found together with the responsible supervisor or work must be discontinued. All employees are encouraged to refuse work for which safety measures are not appropriate.

Work with customers and business partners must be coordinated with regard to the safety and environmental requirements pursuant to DGUV Regulation 1 (German Social Accident Insurance) to prevent risks to either party.

2. Legal regulations and S.T.O.P. principle

The applicable legal regulations must be observed in all cases. In addition, the S.T.O.P. principle must be applied. This means that when planning and conducting work, the following protective measures must be implemented in the order given below:

- Substitution of hazardous work by non-hazardous work
- Technical protective measures are implemented
- Organisational measures are planned
- Personal protective measures are planned



3. HSE organisation

S.K.H. GmbH employs individuals with suitable legal and professional skills (such as a responsible skilled electrician, safety officer, first responder) to support the HSE organisation.

4. Reporting obligation

Work accidents and environmental damage must be reported immediately, i.e. without undue delay, to the company management of S.K.H. GmbH, no matter whether employees are directly affected or observed the accident of third parties (as a witness).

Following an accident, a short accident report must be prepared. On the basis of a concluding accident analysis with the supervisor, preventive actions are derived and implemented. All employees are invited to contribute their suggestions for safety measures.

All HSE processes must be followed and observed on S.K.H.'s own premises and those of other companies (e.g. customers).