

# TONE FROM THE TOP

Our sustainable corporate success is based, in particular, on reliable and dedicated employees. Erdrich is aware that it bears a great responsibility for its employees. Therefore, our management culture is based on the following shared values:



## COMPLIANCE IS VERY IMPORTANT TO US

We align our business processes, actions, and decisions with legal principles and ethical values, particularly integrity and respect for human dignity, and promote fairness, transparency, responsible leadership, and trustworthy cooperation in all Erdrich companies. We also acknowledge our social responsibility and insist on sustainability and conservation of resources.



## SAFETY COMES FIRST

We ensure a safe workplace through occupational health and safety.

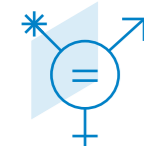
## WE PROMOTE YOUR PROFESSIONAL AND PERSONAL DEVELOPMENT WITHOUT LOSING SIGHT OF YOUR PRIVATE LIFE

We invest in your qualifications and emphasize the importance of work-life balance.



## WE PROVIDE INFORMATION QUICKLY AND TRANSPARENTLY

Individual employees learn what they need to know to perform their tasks directly, clearly and not by chance.



## WE READILY ACCEPT PEOPLE AS THEY ARE

Our diversity is crucial to the company's success as a global player. Therefore, we do not tolerate discrimination, harassment, bullying or stalking of any kind. We are dedicated to equal treatment and equal opportunity without regard to race, ethnic or social origin or status, gender, color, religion or belief, disability, age, sexual orientation, genetic characteristics or assets.

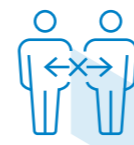


## WE TAKE TIME FOR EACH OTHER

We always take the time to listen. Every concern has the equal priority for us.

## WE DO NOT TALK ABOUT SECRETS

Operational and business secrets are one of our most valuable assets. Therefore, we are committed to maintaining confidentiality about operational and business secrets and other internal issues and personal information about each of us, our customers, business partners, and suppliers.



## WE DO NOT INFLUENCE ANYONE AND DO NOT ALLOW OURSELVES TO BE INFLUENCED

We compete for business exclusively through legal channels. Any form of corruption, bribery, corruptibility, theft, embezzlement or extortion is discouraged by us and prohibited. We avoid even the mere appearance of attempting to influence the business decisions of our business partners through unfair business practices.

## WE THINK GLOBALLY

We respect and comply with all national and international regulations that restrict or prohibit the import, export, domestic trade of goods, technology or services, and the careful handling of minerals from conflict and high-risk areas.



## WE REFRAIN FROM PROHIBITED BUSINESS PRACTICES

We respect the rules of fair and open competition and do not enter into any agreements that unduly influence competition.



## NO DONATION WITHOUT APPROVAL

Donations of money and goods for charitable and non-profit purposes are released and authorized exclusively by the board of directors.



## WE CULTIVATE OPEN-MINDED, TRUSTING AND FAIR DEALINGS WITH EACH OTHER

Problems, conflicts and undesirable developments can be addressed openly by everyone. We quickly resolve any confusion and deal with latent or open conflicts swiftly. Any concerns or issues should be freely conveyed.

## WE DEMONSTRATE APPRECIATION AND RESPECT TO EVERYONE

We must fight to ensure this. It is crucial that everyone arrives at solutions with pride, and everyone feels that they are taken seriously.



## WE DO NOT CONCEAL TRANSACTIONS

We support the international fight against money laundering and take our legal obligations very seriously.



## WE ABIDE BY OUR RULES

Each of us must take responsibility for complying with all laws, rules, and standards of conduct that pertain to us and take responsibility for our misconduct.

## EVERYONE, BUT ESPECIALLY MANAGERS, SETS A GOOD EXAMPLE

This also applies to the everyday "little things in life".



## SMALL GIFTS, SMALL TOKENS OF APPRECIATION AND INVITATIONS PRESERVE FRIENDSHIP

We provide the possibility to exchange socially customary courtesies and appropriate tokens of appreciation that serve the partnership relationship. However, this must not lead to the assumption that we are susceptible and corruptible to personal gain, therefore we maintain some predetermined rules.



## WE RELY ON EACH OTHER BECAUSE EACH OF US WORKS WITH DISCIPLINE

Each of us is fully committed to the success of the company and delivers what they promise. It is not acceptable to sit back and relax the expense of others.



## WE FOCUS ON THE FUTURE OF FUTURE GENERATIONS

Environmental protection and the careful use of natural resources are a high priority for us. We comply with the applicable environmental protection standards and laws. We also ensure that we use water, electricity and paper responsibly in our daily work.