



*Precision Rotating Unions
Pressure Joints & Siphons
Electrical Slip Rings
Customer-Specific Solutions*

DEUBLIN COMPANY LLC • 2050 Norman Drive • Waukegan, IL 60085 USA • Phone +1-847-689-8600 • www.deublin.com

OUR PRINCIPLES

We manage our company by striving for highest standards of Business Excellence: because performance counts.

We conduct our business with respect for human dignity, in recognition of human rights, and in accordance with applicable laws. We are committed to economically and environmentally sustainable business practices.

We provide safe working conditions. We continuously develop the abilities of our employees and evaluate performance objectively.

We show mutual respect as we collaborate across cultures. We recognize the freedom of association of our workforce.

We conduct all our business with integrity and transparency. We oppose corruption. We deliver superior products and services to our customers. We support free and fair competition, and we comply with relevant competition laws.

We take due care in the selection of our business partners. We comply with export controls and anti-money laundering regulations.

We treat our suppliers fairly. We expect our suppliers to strive towards the same high standards for business conduct and product quality that we have set for ourselves.

We protect proprietary business information, private data, and intellectual property rights. Proprietary company information and data may be released to third parties only with prior authorization.

We keep accurate records and guarantee complete reporting of financial and operating information to management, shareholders, and third parties.

We act with integrity and honesty at all times. We will declare potential conflicts of interest. We will protect the company's assets and will not use our position at HOERBIGER for personal gain.

We take pride in HOERBIGER. We protect the good reputation of our company as well as the image and the value of the HOERBIGER brand.

WE LISTEN AND WE ACT

We accept the challenges of ethical conduct. In critical situations we will support each other to keep our commitments to move HOERBIGER forward.

We will speak up if things must be corrected or improved!

Concerns are raised with local management. Should this not be possible, or no satisfactory response is received, every HOERBIGER employee may escalate a concern in the management structure – up to a member of the Executive Board, to a Compliance Coordinator, or to Corporate Audit.