



**Burckhardt
Compression**

CODE OF CONDUCT

What are our obligations?

We comply with all laws and regulations

We recognize all local, national and international laws, directives and standards and comply with them to the full. In addition, all employees are personally responsible for compliance with internal directives.

The integrity and reputation of the company are important to us

No employee will act in a way that could be detrimental to the trust placed in the company by our business partners or the public. We will put the long-term prosperity of the company, not our personal interests, at the forefront of our thinking and actions. We will avoid situations in which there is a conflict between our personal interests and those of the company.

Employee satisfaction is very important

We strive to achieve a high level of employee satisfaction. We believe that only happy employees will result in happy customers. We undertake to survey employee satisfaction on a regular basis and compare the results with those of other companies.

We pay our employees fair market rates for their work. To ensure this, we systematically compare the tasks and qualifications of all employees against internal and external benchmarks. Employees share in the financial success of the company through appropriate bonus schemes. We guarantee equal opportunities to all our personnel. In addition, we foster the personal and professional development of employees.

We take health and safety seriously

All employees are responsible for their own health and safety and for that of their co-workers. All companies in the Burckhardt Compression Group will take the appropriate precautions for their line of business in accordance with the particular risks involved. We comply fully with all relevant legislation and safety standards, and we also conduct occupational safety analyses in order to make continual improvements.

We attach great importance to prevention and education. We provide a workplace and a working environment that facilitate the mental and physical well-being of our employees. In cases of illness, accidents, difficult situations or social need, we will support our employees to the fullest extent possible and put them in touch with external specialist help if necessary.

We do not tolerate discrimination

None of our employees may be discriminated against, either by the company or by other employees, in any shape or form as a result of their ethnic origin, nationality, religion, age, gender or sexual orientation. Our employees are free to join a trade union. We are aware of our responsibility to support people with a physical or mental disability, both internally and externally in partnership with others.

There is no place for sexual harassment and mobbing in our company. We encourage our employees to report any incidents, regardless of whether they are victims or witnesses.

We do not accept favors or bribes

Irrespective of the amount, employees are not permitted to make or accept gifts of money. This also applies to non-monetary gifts exceeding a value that is reasonable and customary in the country concerned. With respect to business expenditure and hospitality, we adhere strictly to local expense rules.

No individual, organization or company should profit from a relationship with individual employees of Burckhardt Compression. Any conflicts of interest should be avoided from the outset.

We do not provide financial support to political organizations or individuals who are incumbents of or wish to stand for political office or political posts. We do not tolerate active or passive bribery.

We respect the rules of fair competition

We are committed to fair competition in which there is no place for price fixing, cartels or other activities that distort competition. Our employees are forbidden to enter into any unlawful or ethically dubious deals or agreements. They must comply with all antitrust legislation and regulations. In view of the complexity of these issues, experts should be consulted in cases of doubt. All employees undertake to observe good business practice.

We keep our property and proprietary secrets safe

We exercise great care with our equipment, resources and proprietary information. Commercial and proprietary secrets must not be disclosed to third parties, either inside or outside the company, without permission. In particular technical or commercial knowledge, drawings, customer information and other sensitive information and documents must be protected against loss or against access by unauthorized persons.

When using modern information technology such as e-mail or the Internet for example, all employees must comply with the respective rules in order to prevent information being inadvertently lost or passed to third parties.

All employees are obliged to comply in full with our internal rules governing insider information. Employees and their family members living in the same household are not permitted to exploit confidential and non-public information for the purposes of trading shares in Burckhardt Compression Holding.

We are committed to ecological sustainability

We are an environmentally conscious company committed to the careful and considerate use of energy and natural resources. By our forward-looking actions, we make a contribution to minimizing the consumption of energy, water and chemicals of all types, as well as to dealing with the problem of emissions. We strive to continually improve the environmental performance of our products and services. We train and raise awareness among our employees, and also encourage our customers and suppliers to behave in an environmentally responsible manner. We do not condone irresponsible profit-seeking and cost-cutting at the expense of the environment and people. On the contrary, we endeavor to ensure sustainability by creating a balance between economic, environmental and social aspects.

How do we ensure that employees are following our Code of Conduct?

Implementation and monitoring

All employees of the Burckhardt Compression Group undertake to uphold the principles of the Code of Conduct of Burckhardt Compression as one of their conditions of employment. Managers are obliged to inform and train their staff accordingly. Infringements of these principles are punished appropriately, even up to instant dismissal and criminal prosecution. Regular monitoring is essential in an internationally operating company to ensure that procedures and directives are followed, and to provide employees with the necessary support.

Employees who become aware of contraventions of this Code of Conduct or other ethical guidelines and principles are urged to report these to their line manager or their respective Human Resources manager. Such reports will be handled in confidence and may not be misused as an excuse for persecution or dismissal.



Burckhardt Compression Holding AG

CH-8404 Winterthur, Schweiz

Tel. +41 52 262 55 00

Fax +41 52 262 00 51

info@burckhardtcompression.com

www.burckhardtcompression.com

Compressors for a Lifetime™