

To whom it may concern !

Monheim, 2016-12-31

ANTI-CORRUPTION COMMITMENT

Code of conduct

Our company is committed to a sustainable use of the resources, the growth of our company, the economy itself and also for fair trading.

A decisive factor for the success of our company is our reputation.
It applies to us to protect it.

Hard but fair competition forced us in the past and also in the future to clear and immutable values.

Our company makes only legitimate deals!

Our commitment is based on integrity, fairness, sustainability, and honest partnership with our customers, suppliers and employees.

As our customer and supplier, you can be confident that we are legally correct and well-formed.

Each employee is personally responsible for compliance with our code of conduct.

Donations and advantage grants of any kind in and by our company are forbidden as far as an intention is existing to influence the own or the behavior of the business partner in an incorrect manner.

Any kind of corruption is a very serious form of crime!

We are available for legitimate projects and deals and are convinced that it is possible and necessary! We call on the behavior of our employees and business partners to remain integer and not to participate in corruption!

The management expressly declares that the company will not support any kind of corruption.

A greeting and a legitimate business!

Andreas Zanni
Managing Director
ZANNI GROUP