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"We maintain clear and binding rules of conduct for all employees of our company".

Zimmermann PV-Stahlbau GmbH undertakes to fulfil its social responsibility in all its business activities. In all business actions and decisions, the applicable laws and other relevant provisions of the countries in which it operates must be observed.

Every employee has the obligation to obey the respective applicable legal system. Business partners shall be treated fairly and contracts shall be honoured.

1. Rules of conduct applicable to all employees of the company.

All employees of the company contribute to a corporate culture that is characterised by fair and cooperative collaboration. Tolerance, respect and trust in daily interaction are among the basic principles of our management and our employees. In addition, every employee is committed to responsible behaviour and integrity. The personality and dignity of each individual must be respected. Mutual respect is based on inner conviction and willingness to act. This also means that problems in the workplace are addressed and solutions to problems are sought together. For only in this way can an environment characterised by openness, tolerance and fairness develop.

2. Rules of conduct for employees


Zimmermann PV-Stahlbau GmbH expects its employees to contribute to a positive working atmosphere through their behaviour towards each other. The opportunity to get to know other cultures and ways of thinking in cooperation is an enrichment for all employees. It also contributes to the motivation and enthusiasm of the employees and is the basis for the sustainable success of the company as well as for the increase in value.

3. Rules of conduct for managers

By implementing value-based leadership and the leadership actions and practices that necessarily follow from it, managers support tolerant and fair treatment. With their behaviour, our managers contribute to respecting the personality and dignity of all employees. Through an open-minded attitude towards their employees, they create a working atmosphere that enables an open exchange of ideas. They cultivate respectful interaction with each other through politeness, friendliness and mutual consideration. As part of their leadership role, managers prevent unacceptable behaviour. They act as mediators in the event of any conflicts.

4. Rules of conduct in interactions with third parties

All employees, especially managers, are aware that they also represent the company through their behaviour and thus shape its reputation externally and the culture internally. All employees treat others in the same way as they would expect others to treat themselves. This results in fair and respectful dealings with customers and other partners who have a business relationship with the company. This naturally also applies to all employees of external companies working for the company. Fairness and appreciation also apply to the company's own public image and presentation.

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5. Data protection, confidentiality and protection of the rights of third parties

Zimmermann PV-Stahlbau GmbH requires its employees to safeguard and protect trade and/or business confidential information of Zimmermann PV-Stahlbau GmbH and its business partners. Company and/or business confidential information may not be disclosed without authorisation or made accessible in any other way unless express authorisation has been granted for this purpose or the information is publicly accessible. Employees shall maintain strict confidentiality with respect to all sensitive trade and business information, both during the term of employment and after its termination. The guidelines for the use, access to and security of software, information technology, e-mail, inter/intranet and voice mail systems must be observed. All data protection regulations, including those within the company, must be observed.

Personal data may only be collected, processed or used insofar as this is necessary for defined, clear and lawful purposes. A high standard of data quality and technical protection against unauthorised access must be ensured. The use of data must be transparent for the parties concerned, and their rights to information and correction and, where appropriate, to objection, blocking and deletion must be safeguarded.


Patents, inventions and other know-how are essential for the success and future of the Zimmermann PV-Stahlbau GmbH and are of existential importance. Therefore, no employee may pass on new insights or confidential business information to third parties in any form; official documents and storage media must always be protected from access by unauthorised persons. Every employee must respect the intellectual property rights of third parties; unauthorised use of such rights is prohibited. No employee may obtain or use confidential information of a third party. Company property may only be used for business purposes.

6. Human rights and working conditions

In accordance with national and international regulations, Zimmermann PV-Stahlbau GmbH perceives human rights as inviolable and controls working conditions accordingly so that no impairment of human dignity is to be expected at the workplace. The company's employees are considered equal regardless of any attributes, which is presented in the following sub-chapters.

6.1 Working hours and time

The hours to be worked shall be agreed with the employee during the recruitment process and shall in any case comply with the Working Hours Act. Seasonal peaks in work may require that the amount of hours to be worked be increased. These additional working hours on a voluntary basis are either remunerated to the employees or they are given the opportunity to compensate for them in a timely manner, after the order volume has been reduced, by means of compensatory time. Working time is recorded transparently via the company's digital clocking-in system. Flexible working hours to support the reconciliation of work and private life are in place across all departments. Sufficient rest time for regeneration between workdays is ensured via core working hours. In addition, weekends are generally considered non-working time, but can still be used to reduce high order volumes at the express request of the employee. This additional working time on days off is recorded as overtime. Break times during work are defined in the company depending on the department and employees are expected to take them.

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6.2 Occupational safety

To support and ensure the compliance of all aspects of occupational safety, Zimmermann PV-Stahlbau GmbH works together with an external consultant who specialises in this field. Joint meetings are held at regular intervals to discuss topics relevant to occupational safety. In addition, regular inspections and written assessments by the consultant of all departments also ensure occupational safety. This includes workplace ergonomics for the preventive protection of employees' health. In general, the implementation of occupational safety regulations is included as part of quality management in the form of processes. To deal with acute situations, emergency plans have been established in the company and fire safety officers and first aiders have been trained.

6.3 Forced labour

At Zimmermann PV-Stahlbau GmbH, the employer, any form of forced labour is prevented through transparent communication of the activities expected. The activities of the position to be filled are defined in a job profile as early as the planning stage and the resulting requirements are published in the job advertisement. Any psychological factors resulting from under- or over-demanding tasks are taken into account and the tasks are adapted to the required level of education and skills of a potential future employee. In the course of the interviews, these are presented to the applicant by the managing director, who is always present at the appointment. Thus, it is up to the employee to evaluate a position with the associated activities for personal suitability and ultimately to agree to it. In the course of the employment relationship, the employee is free to refer to his or her employment contract and the scope of activities defined in it. In this case, the human resources department and the management decide whether a claimed activity is not in accordance with the contract.

6.4 Freedom of Association

The general freedom of association according to the German Constitution translates internally into the right of employees to join together peacefully for common, work-related purposes. In doing so, the result of such association shall be in support of the labour and economic situation of Zimmermann PV-Stahlbau GmbH. Results of such associations can be passed on to the management within the framework of the continuous improvement process and can be rewarded monetarily if implemented.

An association of all employees for the exchange of internal concerns takes place within the framework of the quarterly staff meeting. In this body, everyone is given the opportunity to present work-related concerns to the management level.

6.5 Child labour and young workers


The employment of children is prohibited throughout the company. Zimmermann PV-Stahlbau GmbH does not train apprentices.

6.6 Harassment

Inhumane treatment, such as physical abuse or sexual harassment and abuse are subject to a zero tolerance policy within the company. All incidents, even threats of harassment, are punished up to and including immediate termination. This also includes insults, psychological and physical harassment as well as any form of physical punishment.

6.7 Non-discrimination

The zero tolerance policy also applies to discrimination against employees on the basis of colour, religion, gender, sexual orientation, ethnic or social origin, race, colour, language, age and social status. Equal treatment of all persons in the company is a prerequisite.

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7. Social acceptance

Social acceptance of our diverse activities is the prerequisite for our long-term and sustainable corporate success. We are aware that our reputation is shaped by the appearance, actions and behaviour of each individual in our company. Each employee respects the reputation of Zimmermann PV-Stahlbau GmbH in the society and is guided by this principle in the performance of his or her tasks.

8. Sustainability & environmental protection

We are guided by the principles of sustainability. We are aware of the limited resources and our responsibility towards future generations and therefore ensure that our products and manufacturing processes comply with the conditions of sustainable development with regard to the three elements of ecology, economy and social issues. Every employee acts in this sense at his or her workplace. Zimmermann PV-Stahlbau GmbH is committed to the goal of environmental protection for present and future generations in the long term. Laws enacted for the protection of the environment must be adhered to. Zimmermann PV-Stahlbau GmbH supports environmentally conscious actions by its employees. Protecting the environment for present and future generations and complying with all applicable environmental protection laws and guidelines is a fundamental concern of Zimmermann PV-Stahlbau GmbH. The company expects and supports environmentally conscious behaviour on the part of its employees. This applies in particular to the use and development of new product and manufacturing technologies that conserve natural resources, enable recycling, reduce pollution as far as possible and preserve the natural environment.

9. Leadership culture

Each of our managers bears responsibility for his or her employees. They must earn their recognition through exemplary personal conduct, performance, openness and social competence. The manager places trust in employees and agrees on clear, ambitious and realistic goals and gives employees as much personal responsibility and freedom as possible.

10. Promotion of employees


We owe the success of Zimmermann PV-Stahlbau GmbH to the knowledge, experience and the commitment of each individual employee. Zimmermann PV-Stahlbau GmbH invests in the qualification and competence of its employees; commitment and performance are particularly encouraged. This is how we ensure the future viability of the company.

11. Specific details within the framework of individual guidelines

In addition to this general code of conduct, the management may introduce more specific codes of conduct for the employees of Zimmermann PV-Stahlbau GmbH on individual compliance issues. These individual guidelines and the obligations resulting from them shall be made known.

12 Information

Zimmermann PV-Stahlbau GmbH works to ensure that this Code of Conduct and, if applicable, additional individual guidelines are observed by the management and all employees. This Code of Conduct is to be handed out to every employee. It is the responsibility of every manager of Zimmermann PV-Stahlbau GmbH to ensure that the employees assigned to them are aware of this Code of Conduct.

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13. Prevention and questions

Every employee of Zimmermann PV-Stahlbau GmbH is obliged to contact the management of Zimmermann PV-Stahlbau GmbH in case of uncertainty about correct behaviour.

14. Review of the code of conduct

The management shall ensure compliance with the Code of Conduct in its audits and shall include its provisions in its audit criteria. Every employee is obliged to report any observed violations of the Code of Conduct to the management immediately.

15. Violations and Sanctions

Violation of this Code of Conduct or other company policies/regulations may result not only in disciplinary action, but also in civil and/or criminal prosecution, which may result in fines and/or imprisonment.

Oberessendorf, 18.02.2021



Die Geschäftsführung Robert Zimmermann Holger Krug