

## **Code of Conduct**

## Communicate and act respectfully

The White Lion GmbH expect integrity, loyalty and trustfully cooperation from its employees. Respect for the opinion of others and fairness in dealing with each other characterize our actions.

We attach great importance to the fact that everyone has a trusting, open, honest and respectful relationship with each other. The behavior among each other is characterized by the principle of fairness. We respect the personal dignity, privacy and personality rights of every one. Each employee obtains the same treatment and the same opportunities in all situations of the working condition.

Any tensions or problems should be removed in a respectful manner by talking things out. We maintain an open dialogue at all levels, characterized by tolerance and respect. A discriminatory behavior, whatever the reason, is not tolerated. Everyone is responsible for the fact that uncertainties, critical aspects and misconduct can be expressed in an open and fearless dialogue without reprisals. Criticism is factually justified. It serves the open addressing of misconduct without violating the dignity of the addressed person. The addressed person must deal with the criticism and reflect his behavior and action.

## Respect of property

Responsible handling of property is assumed. We respect and protect the property of others, regardless of whether they are colleagues, our employers, customers or suppliers. Company ownership is used by us exclusively for the intended business purpose.

The property is to be treated with care and protected against damage. Any kind of theft or abusive use for others or yourself is prohibited. With property, we mean tangible and intangible values.

Information which are known to us in matters of our activities and which are not public are subject to the strictest confidentiality. It is irrelevant whether it is internal or information from business partners. Such information is neither communicated internally, nor is it communicated to outside parties or to third parties.

Our team develops and produces dry ice blasting machines and dry ice production systems with passion and we offer our customers a high-quality service.

"Made with passion" - we live our slogan every day new!







Made with passion.