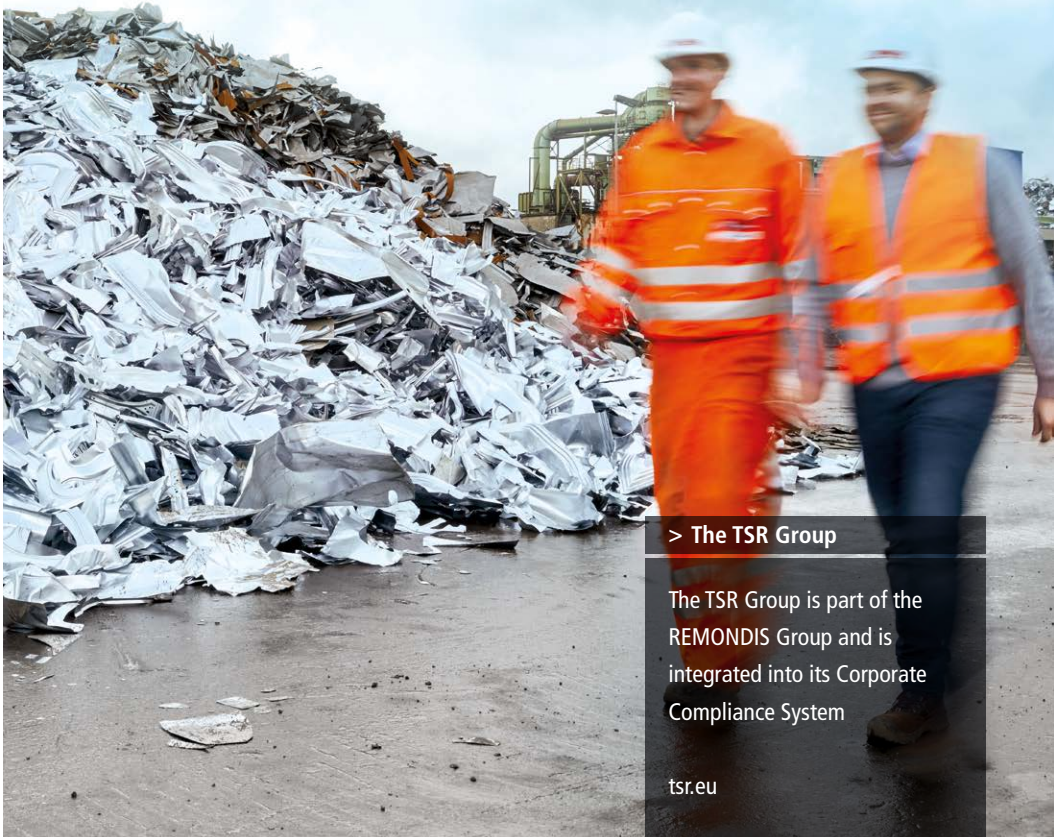


**TSR**

THE METAL COMPANY

# Corporate Compliance

Our Code of Conduct creates **trust** and promotes a sense of responsibility



## > The TSR Group

The TSR Group is part of the REMONDIS Group and is integrated into its Corporate Compliance System

[tsr.eu](http://tsr.eu)

## 03 Preface

### Introduction

08 Why does a company need Corporate Compliance?

### Our business principles

- 11 Fair competition – No illegal cartel agreements
- 15 Integrity in our business dealings – No corruption
- 17 Focusing on the good of the Company – No conflict of interests
- 19 Full cooperation with the authorities – No false information
- 20 Respect for human rights and fair working conditions –  
No compromises
- 22 Health & safety, environmental protection and energy efficiency –  
For sustainable corporate development
- 24 Financial integrity – Proper documentation of business transactions
- 25 Information security and data protection – Protection of trade secrets,  
confidential information and personal data
- 26 No money laundering or financing of terrorism – Compliance with  
statutory regulations

### Conclusion

28 What do these principles mean for each individual as they carry out their everyday tasks?



# Dear employees

Our goal is for our Group to enjoy sustainable growth. This is, we believe, only possible if all legal and ethical requirements are complied with. The only way for our Company to assert itself against its competitors is for it to adhere strictly to our Corporate Compliance Guidelines, no matter which market it is operating in. It is, therefore, extremely important that all employees act in a responsible manner in accordance with these business principles. This applies to each and every colleague – no matter what position they may have in the Company, what division they may work for or what part of the world they may operate in.

We value our Company's good reputation. Business partners, the authorities and the public all – quite rightly – expect us to work in a professional and responsible manner. Like the rest of the management team across the Group, I am proud of the way our employees uphold these high standards.

We drew up a set of formal Corporate Compliance Principles many years ago in response to the then growing importance of good corporate governance. These principles build on values that have been at the heart of our business for many decades. In keeping with our maxim of "Working for the Future", we have updated our business principles to reflect the latest market requirements.

It is important that we act together to safeguard our Company's reputation. It is our absolute belief that a consistently high level of integrity is essential for sustained commercial success.



Ludger Rethmann



Ludger Rethmann,  
REMONDIS Board Chairman

## Dear employees



Simon Wessenbom,  
Compliance Officer

TSR has defined a number of corporate values. They form the basis for our day-to-day business activities and act as guiding principles for our work both inside and outside the Company. These core values shape our decisions, our actions and our conduct and apply in equal measure to each and every one of us – to our senior executives, to our managers as well as to each individual employee.

In keeping with REMONDIS' central maxim – “Working for the future” – we believe it is our responsibility to pursue this goal together and to live our values: ‘respect, sustainability, quality and integrity’. The following Code of Conduct unites our core values, ground rules and principles.

Being the TSR Group's Compliance Officer, I am the contact person for all matters that ensure our business activities are irreproachable. The principles set out in this brochure are hard and fast standards that guarantee all business dealings are legal and faultless. Their systematic implementation not only explains the high quality of our business operations and our employees' high level of commitment to their customers' needs but also the excellent reputation that TSR has in the market.

I am here to help and advise the employees of the TSR Group as well as other people connected to our Company's business should they have a problem so that we can continue to enjoy this very good reputation in the future as well. Whether it be via the dedicated hotline or in a personal meeting, any irregularities or potential violations of the TSR Group's Corporate Compliance Guidelines can and should be reported immediately. Treating the information received confidentially, we will then investigate the matter thoroughly to prevent the Company and its employees suffering any damage.

There is a saying that is true for legitimate business conduct as it is for many other areas of life: prevention is better than cure. We have drawn up these Compliance Guidelines to clarify and give examples of honest, upright behaviour and warn about pitfalls that people might encounter as part of their work. If we all resolve to apply the principles depicted here to everything we do, then the TSR Group will be able to maintain and extend its strong position in the industry as a well-respected recycling company.



Simon Wessenbom

# TSR's corporate values

## Respect

Employee collaboration is very important to us – no one person can do as much as everyone put together! Colleagues helping each other out and treating one another with respect are key components of our workplace environment.



## Responsibility

Responsibility unites the C  
We always act consci  
decisions so that we con  
our values in the

## Quality

Our determination to meet our quality requirements spurs us on as we provide our services, create our products and market our recycled materials. For us, quality means delivering the best possible results and the highest levels of expertise across the whole of our business.



# Responsibility

Company and its employees.  
entiously when making  
duct ourselves in line with  
best possible way.



# Sustainability

We are making a meaningful contribution to the future and help to conserve natural resources by deploying innovative technology. A key element here is our confidence in our employees and their further development.

# Integrity

Our honest conduct has an impact both inside the Company and outside. We live integrity as colleagues and as a trusted business partner.

# Why does a company need Corporate Compliance?

Corporate compliance means acting in conformance with laws and rules. Every employee is required to comply with the company-specific and legal rules applicable to their work activity.

The TSR Group has built a solid reputation around its core strengths. It took many years to acquire this reputation, but the thoughtless, illegal action of a single individual could damage it in an instant, which is why prevention is so crucial. Adherence to these Corporate Compliance Principles by every employee will help to reduce the risk – because the conduct of every employee has an impact on the Company's image.

The conduct of each and every employee impacts on the Company's image

These Corporate Compliance Principles provide a framework for proper conduct but do not cover every conceivable situation or describe every relevant rule or regulation. National law often applies stricter standards, which must of course be observed. The aim of these Corporate Compliance Principles is to highlight and explain key aspects of corporate compliance, rather than providing an exhaustive list. Lawful conduct is required at all times and with reference to all applicable legislation. Please contact the Legal Department if you are ever unclear about anything.



Breaches of legal and ethical standards can have far-reaching consequences for the Company.

> The possible impact includes:

- Fines
- Compensation and punitive damages
- Exclusion from contracts
- Severance of business relationships
- Exposure to blackmail
- Reputational damage
- Adverse capital market ratings

Employees who breach these Corporate Compliance Principles also face serious consequences, such as imprisonment, fines, claims for damages and employment law sanctions, including dismissal.

It is no defence for employees to claim in such cases that they were acting in TSR's interests, because all such breaches harm the Company in the long run.

Any supposed benefit is negated by the possible consequences for the Company as a whole, whether viewed from a reputational or strictly commercial viewpoint.

If a business transaction is impossible without engaging in some form of unlawful or unethical conduct, we will not enter into it. An employee who refrains from such a transaction will not be penalised in any way.

Our Company is exposed to public scrutiny. Rigorous implementation of these Corporate Compliance Principles demonstrates to business partners, the authorities, our competitors and the media that corporate compliance is embedded in the TSR Group's corporate culture.

The TSR Group companies operate in a host of countries worldwide, which means that employees are subject to many different standards and ethical principles – some of which will be new and unfamiliar. Activities that appear to be local may also be subject to foreign jurisdiction.

These Corporate Compliance Principles are intended to provide employees with guidance in their daily work and help to prevent inappropriate behaviour. Accordingly, they aim to highlight the issues most likely to be encountered in practice. Over and above that, they should encourage employees to familiarise themselves with the relevant rules and seek advice if in doubt. Ignorance is no protection against the potential consequences of improper conduct.

Such advice can be obtained from your supervisor/manager, the Legal Department, compliance officer, or other specialist staff. This applies in particular where other companies could be put at a disadvantage, there is a threat to the Company, a serious risk is involved, or the legal position is unclear.



## Fair competition – No illegal cartel agreements

The TSR Group is fully committed to free markets. Competition law plays an important part in protecting fair competition and preventing distortion.

Breaches of competition law, especially in the USA and Europe, could have severe consequences for TSR, as outlined in the introduction. These include heavy fines, actions for damages, exclusion from public contracts and reputational damage.

The employees involved also face tough penalties, including prison sentences. In addition, TSR will take its own action against staff who violate competition law. Even when a business gets into serious difficulties through no fault of its own, there is no justification for anti-competitive behaviour as a way out of the crisis. No matter how difficult the circumstances, the law must be obeyed at all times.

### > Competition law protects competition in three ways:

- By banning cartel agreements between competitors and cartel-like mechanisms in contracts between suppliers and customers – see section 1
- By banning abuse of a dominant market position – see section 2
- By regulating company acquisitions, sales and mergers (merger control) – see section 3

The “effects doctrine” aspect of competition law is particularly important: in certain cases, the determining factor is not the territory where the breach took place, but the negative effect of the breach on competition in another territory.

### 1. Illegal cartel agreements

Concerted action, informal discussions and “gentlemen’s agreements” designed to restrict competition or which could have such an effect are all prohibited. Any behaviour that even remotely suggests conspiring to act in such a manner must be avoided. Concerted action with other bidders is strictly prohibited under competition law and also constitutes a criminal offence. This applies in particular to private tendering processes and award procedures in the public sector. The Legal Department must be consulted regarding all potential or actual agreements with competitors, even if they concern areas where competition is not a factor.

#### > The main activities prohibited by competition law are:

- Price fixing
- Market share agreements
- Capacity agreements
- Allocation of regional markets
- Allocation of customers
- Price maintenance agreements

Caution is necessary with regard to market information. Although market research is essential and obviously permissible, not all means of acquiring information are appropriate, such as certain organisational market information processes. The often bilateral exchange of forward-looking information with competitors regarding prices, customer relationships, terms, imminent price changes etc. is particularly problematic and must be avoided. Our own calculations, capacities and plans must not be disclosed to competitors.

Sensitive competition-related information must be anonymised so that its origin cannot be identified, thereby preventing it from affecting market activity. Awareness of competition law is also required when drawing up contracts covering the supplier-customer relationship. Clauses that affect resale prices, impose usage or resale restrictions or establish exclusivity agreements must always be subjected to careful legal scrutiny.

## 2. Abuse of market position

A dominant market position is not in itself illegal if it is based on a company's own success, for example. Patents also create temporary monopolies that are permitted in law. Market domination refers to a situation where a company faces no significant competition. The way such companies behave is strictly controlled by competition law to compensate for the lack of competitive pressures. A dominant market position must not be abused, i.e. it must not be exploited in a way that would be impossible or unrealistic under normal market conditions.

In particular, dominant companies are not permitted to undercut competitors with the aim of squeezing them out of the market. Similarly, customer contracts that make it impossible for other companies to compete for the same business on account of contract duration, exclusivity, discounts or bundling of products/services are banned.

Market domination may also not be abused in other ways, such as charging customers a price that cannot be economically justified. Prior legal advice must always be sought if there are grounds for believing that specific measures or terms are only possible because of a dominant market position.

### 3. Compliance with merger control legislation

Company disposals, acquisitions and joint ventures above a certain size are normally subject to merger control by the antitrust authorities in Germany and beyond. Failure to notify such transactions can result in hefty fines and render the deal null and void. It is therefore essential that the Legal Department is informed at an early stage so that the notification requirements can be met.



# Integrity in our business dealings

## – No corruption

The TSR Group has a zero-tolerance policy on corruption.

Corruption undermines fair competition and damages both the Company's business and its reputation. In many countries, corruption is also a criminal offence, regardless of whether it takes place there or abroad. Employees must therefore never attempt to influence business partners unlawfully, whether through preferential treatment, gifts or other advantages. This is particularly important when working with representatives of government bodies or public institutions.

Our Group will not engage in business transactions that violate legal provisions or company rules relating to giving or receiving advantages. We accept that this policy may result in us losing business, but increased sales and profits can never be a justification for illegal business activity. This applies across the entire Group, without any exceptions. Every employee is bound by this policy, regardless of the country in which they are located.

The term "advantage" refers to any form of inducement, including inducements made to friends, relatives or organisations. Any giving or receiving of advantages must be in accordance with the law and our own internal rules. Where stricter provisions exist, they always take precedence.

Employees are strictly forbidden from soliciting personal inducements or offering or giving cash (or similar) inducements. This does not apply to payments made in the form of donations (see following section).

Where business partners are concerned, advantages must not be given or accepted in connection with the acquisition, awarding or performance of contracts. Any advantage must also be judged permissible under the laws to which the parties concerned are subject. If in doubt, you should contact the relevant Legal Department.

### **Rules on donations and sponsorship by the TSR Group**

Our public standing and the trust of those around us are important factors for our commercial success. We therefore regard corporate citizenship as part of our commitment to responsible business management. This applies in particular at local and regional level, where our focus is on children and young people in education.

Although payments that clearly and expressly take the form of donations represent an advantage for the recipient, they are not a compliance issue provided they conform to the law and our internal rules.

Company regulations on signatory powers must be observed when making or approving donations.



## Focusing on the good of the Company – No conflict of interests

All employees must always keep their private interests separate from those of the Company.

Any actual or perceived conflict between corporate and private interests must be strictly avoided. Potential conflicts of interest should be resolved by submitting the matter to your supervisor/manager.

### > Examples of conflicts of interest include:

- Personnel decisions: These must not be influenced by private interests or relationships.
- Business relationships with third parties: These must be based purely on objective criteria, such as price, quality, reliability, technological merit, product suitability or the existence of a harmonious long-term business relationship. The signing of a contract or the continuation or termination of a business relationship must not be influenced by personal relationships, interests or tangible or intangible advantages. The relevant supervisor/manager must also be informed if Group employees or their close relatives establish a supplier or service relationship between a company of their own and our Group.
- Obtaining goods or services from suppliers or other business partners as a private individual: If an employee is able to exert direct or indirect influence on the business relationship between a Group company and a supplier or other business partner, the employee must notify and obtain approval from their supervisor/manager before placing an order with the supplier or other business partner as a private individual.

- Deployment of TSR employees for private purposes: Supervisors and managers are not permitted to abuse their authority by deploying Group employees for private purposes.
  - Use of company property (e.g. equipment, stock, vehicles, office supplies, documents, files, data media): Employees are not permitted to use Group property for private purposes or to remove it from the Company's site without the express approval of their supervisor/manager. Similarly, data resources, software and business documents may not be copied or removed from the Company's premises without permission.
  - Taking additional employment: Any intended additional employment (including freelance work) or entrepreneurial activity must be approved by the employee's supervisor/manager. This applies in particular to employment in companies with which our Group has or could have a business relationship or with which it is or could be in competition.
  - Private activity on behalf of parties or other political or social institutions: The TSR Group welcomes the civic and charitable commitment of its employees, but this activity must be compatible with the obligations arising from their contract of employment.
  - Personal opinions expressed by employees in public: The employee must not give the impression that the opinion expressed is that of the Company.
-

## Full cooperation with the authorities – No false information

The Company seeks to maintain a constructive relationship with all the relevant authorities while safeguarding its own interests and rights.

All employees responsible for compiling and forwarding Company information to the authorities should ensure that the information is complete, correct and comprehensible and make it available openly and punctually.

In the event of contact with authorities such as the police and the state prosecutor, whose tasks include investigating and punishing breaches of the law, the Legal Department must be involved immediately.

In particular, information and access to files may only be provided after consulting the Legal Department.

Our information policy focuses on transparency and on us cooperating with the authorities in every way possible



Our business principles

## Respect for human rights and fair working conditions – No compromises

Our Company respects human rights and the labour laws of other countries – without exception.

The TSR Group respects human rights and adheres strictly to the European Convention on Human Rights (ECHR). We do not tolerate any form of forced labour nor do we tolerate any form of child labour. We comply with the legal minimum working age determined by each country or set out in collective wage agreements provided that this age is not below the minimum working age prescribed by the International Labour Organisation (ILO).



The Company promotes equal opportunities and the equal treatment of employees. It does not tolerate any form of discrimination for reasons of race or ethnic origins, sex, religion or belief, disability, age or sexual orientation. A decision made by the Company to recruit or promote members of staff is based solely on qualifications and job performance.

TSR does not tolerate harassment, including sexual harassment. No employee may be physically, psychologically, sexually or verbally harassed or abused – in no possible way and for no possible reason.

Our Company operates in many regions around the world and in many different markets which means that we are subject to a wide range of rules and regulations. No matter where we operate, we ensure that the statutory labour laws of the country in question form the basis for the minimum working standards for our employees – for example regarding working hours, wages / salaries and employer contributions.

We ensure all employees are treated fairly. Moreover, we are committed to values such as equal opportunities and equality of treatment



# Health & safety, environmental protection and energy efficiency – For sustainable corporate development

As a company, we strive to guarantee a safe and healthy work environment and promote and maintain the health and well-being of our staff. Sustainability is firmly embedded in our corporate culture and plays a key role in all our decision-making and business processes. Both health & safety and environmental protection are also taken into account when selecting subcontractors.

## 1. Health & safety at work

TSR has set up an appropriate work safety management system. Keeping our employees safe at work is our no. 1 priority. In addition, the Company is committed to implementing adequate levels of health and safety at work, identifying and assessing safety risks and implementing suitable measures when necessary.

Every employee is given personal protective equipment and is obliged to wear it. The Company regularly instructs its staff about the importance of using this protective equipment.

TSR has drawn up emergency plans and emergency measures and has implemented processes to enable improvements and corrective measures to be put into effect.



## 2. Environmental protection

Environmental protection is very important to our Company. Every employee is called on to actively participate in protecting the environment.

TSR is committed to adhering to all environmental laws and regulations. The Company's facilities have been certified as specialised waste management companies in accordance with the 'EfbV'. Organisational measures have been put in place and systematic checks are carried out to ensure that all rules and regulations regarding waste management, emissions and discharge water are complied with.

TSR has implemented an environmental management system that is in line with international standards.

Suitable internal and external audits are carried out to ensure that environmental laws are being adhered to.

## 3. Energy efficiency

TSR has implemented an accredited energy management system with the goal of achieving resource-friendly energy consumption.

Internal and external audits are performed regularly to monitor our energy management system.



Our business principles

## Financial integrity – Proper documentation of business transactions

Financial integrity is an essential cornerstone for the Company so that it can present its business figures in a proper and transparent manner and meet all of its tax obligations.

The TSR Group is committed to preparing its accounts in accordance with the generally accepted accounting principles and tax laws applicable to the respective country.

Every employee has, therefore, been instructed to document every business transaction in a proper and accurate manner and to enter it into the books in accordance with all applicable laws and regulations.





## Information security and data protection – Protection of trade secrets, confidential information and personal data

The TSR Group is committed to treating all information and data that it has on its internal systems sensitively in the interest of the Company and its business partners.

TSR has set up appropriate physical and electronic safeguards to protect confidential and protected information from unauthorised access, destruction, use, alteration and disclosure.

Our employees are required to use information solely for the business purposes it was provided for. They are strictly forbidden from treating information and data in an unauthorised manner, from misusing it and from passing it on to others. Trade secrets and confidential customer information may not be disclosed.

The Company is committed to protecting personal data, in particular data regarding staff, business partners and customers. We adhere to the General Data Protection Regulation (GDPR).

## No money laundering or financing of terrorism – Compliance with statutory regulations

The TSR Group operates an international business and is committed to adhering to all applicable laws regulating foreign trade.

The Company ensures that it complies with all relevant laws, guidelines and regulations governing the import and export of goods, services, technologies and information. Moreover, it also observes all applicable embargoes as well as economic and trade sanctions.

TSR has set up appropriate measures to prevent the possible laundering of money and financing of terrorism.

TSR does not trade in conflict resources and complies with all laws and regulations governing this area. Such natural resources are mined or produced illegally, in an unethical manner and/or beyond state control. Human rights are violated to mine these resources and violent conflicts are accepted as a possible risk.



## What do these principles mean for each individual as they carry out their everyday tasks?



The Corporate Compliance Principles both bind and protect every employee. They create a secure framework for TSR Group employees that benefits the individual employee and helps ensure the success of the Company as a whole.

All employees must ensure that their own conduct conforms to the criteria set out in the Corporate Compliance Principles. Compliance forms part of every employee's performance assessment without any special agreement to this effect being required.

All issues addressed in these Principles are covered in more detail in the corresponding legislation and internal regulations. Employees must familiarise themselves properly with the legal provisions and internal regulations relevant to their duties and take them into account during their daily work. In the event of any doubt, clarification must be sought. The Company will provide advice and make all the necessary information resources available to prevent laws being violated or rules broken. If an employee's supervisor/manager gives instructions that conflict with these Corporate Compliance Principles, the latter take precedence. In addition to support from their supervisor/manager, employees have access to the Internet for information purposes and can obtain advice from specialist departments within the Company (e.g. the Legal Department).

All supervisors and managers must take steps within their area of responsibility to ensure adherence to the Corporate Compliance Principles and legal provisions. This includes communicating, monitoring and implementing the rules applicable to their area. Any non-compliance must be actively addressed and resolved.

Every supervisor/manager must set an example within their area by demonstrating personal integrity, thereby ensuring that corporate compliance is embedded in the corporate culture.

All employees must immediately report any breaches of the Corporate Compliance Principles to their supervisor/manager, the appropriate compliance officer or the Legal Department. Improper conduct can also be reported anonymously if desired. Suspected property offences or corruption relating to the Company's business activities, such as embezzlement, fraud, breach of trust or bribery, must be immediately reported directly to the relevant compliance officer.

Internal investigation and disclosure can often prevent more serious damage or sanctions, but it is vital that such disclosure is made to the entities named above. Only they can take the appropriate legal action.

The Company will ensure that no employee is penalised as a result of reporting a suspected violation of these Principles in good faith. If the reporting employee was involved in breaches of the Corporate Compliance Principles, any action taken by the Company against the employee will take into account whether they averted damage either by making the report or by assisting with investigations when required.



# TSR

THE METAL COMPANY

## Compliance Officer / TSR Group:

Simon Wessenbom  
Brunnenstr. 138  
44536 Lünen // Germany  
T +49 2306 106 3855  
F +49 2306 1063 9938 55  
s.wessenbom@tsr.eu

## Compliance Officer / REMONDIS Group:

Dr. Ernst-Joachim Grosche  
Brunnenstr. 138  
44536 Lünen // Germany  
T +49 2306 106-8933  
F +49 2306 106-8936  
ernst-joachim.grosche@remondis.de

## Whistleblowing system:

Whistleblower hotline  
T +49 2306 106 210  
compliance.remondis@rethmann.com

TSR Group GmbH & Co. KG  
Hauptverwaltung // Brunnenstr. 138  
44536 Lünen // Germany  
T +49 2306 106-3800  
F +49 2306 106-3790  
info@tsr.eu // tsr.eu

A company of the REMONDIS Group