

ZEPPELIN	Organizational Instruction	No.: OA 114 Date: 21.03.2017
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Labor Practices Policy – Code of Conduct for Working Conditions and Compliance with Fundamental Human Rights

As one of the world's leading plant construction companies for handling high-quality bulk goods, Zeppelin Systems operates in the industrial sectors plastics, rubber and tires, chemicals and foodstuffs. Based on the guiding principle "We are Zeppelin", we attach importance to ethical conduct and sustainability within the meaning of legal, economical, ecological and social responsibility.

This Code of Conduct comprises the values to which we attach importance such as personal responsibility, openness and transparency, and is therefore a guiding principle for conduct in our company that is in accordance with the law and is ethically responsible.

We expect our employees to respect these values and embody the principles specified here in their daily work.

Furthermore, Zeppelin acknowledges the United Nations Global Compact, and undertakes to honor the principles of the United Nations Universal Declaration of Human Rights and the core working standards of the International Labor Organization.

a.) Working and employment conditions

- Occupational safety

Zeppelin complies with the valid, national legislation on health protection and occupational safety. We consider offering our employees a healthy and safety working environment a central concern. With regard to employees who face risks, we work towards keeping risks at a minimum by adopting appropriate measures to avoid detrimental effects on health and accidents. The employees' working conditions are organized in line with their requirements and are subject to a continual improvement process. All valid statutory underlying conditions regarding health protection and occupational safety are complied with.

- Remuneration and working hours

Zeppelin provides fair working conditions for all employees in all appertaining companies. This includes on the one hand compliance with the respective national working hours regulations. The stated objective comprises as far as possible bringing the company's interests in line with our employees' family and personal requirements. On the other hand, employees are entitled to appropriate remuneration. The remuneration and other benefits comply, at least, with the respective national and local statutory standards, and are geared towards the valid collective pay agreements or the level of the national industrial areas, sectors and regions.

- Further training

In line with our employer promise "Growing with Zeppelin", we support the qualification and further development of employees as part of annual employees' discussions. To that end, employees and executive staff exchange ideas on topics such as performance-related feedback, the agreement of targets, training requirements or further career steps. Our employees have a wide range of further training and development options in the Group to further expand their strengths, broaden their skills and meet individual challenges. In that respect, we attach importance, above all, to harmonizing employees' personal career targets with our company's requirements.

- Collaboration with the employee representatives

Zeppelin company policy includes close collaboration with the employee representatives characterized by trust. This is based on mutual respect and an open and constructive dialogue.

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- Data protection

Zeppelin complies with the valid laws and regulations insofar as personal data and information are collected, saved, processed or transferred. Employees dealing with personal data are advised and supported by the relevant legal departments and company data protection officers.

b.) Human rights

We undertake to honor the following points:

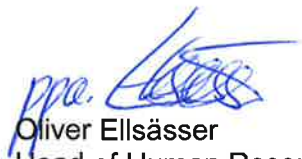
- Zeppelin provides a decent working environment in compliance with fundamental human rights. Fundamental human rights are understood to mean respecting safety, ownership rights, our employees' privacy rights, civil and political rights, the right to form associations and collective bargaining, social and cultural rights (including those of indigenous peoples) and preventing harassment, moral and physical violence and inhumane or degrading treatment.
- Zeppelin prohibits child labor. Child labor is a form of exploitation that damages the physical, social, intellectual and psychological development of a child and robs it of its childhood and dignity.
- Zeppelin prohibits forced labor. Forced labor means that work, or service, is performed under the threat of penalty or on a non-voluntary basis.
- Zeppelin prohibits any form of violence at the workplace. Violence at the workplace is defined by ILO as murder, attacks, threats, chicanery and mobbing.
- Zeppelin grants the right to bargain collectively and form associations.
- Zeppelin prohibits discrimination and refers to our Code of Conduct. Discrimination comprises any distinction, exclusion or preference that leads to disregard to equal treatment or equal opportunities. This includes unlawful reasons such as race, color, sex, age, language, property, nationality or national origin, religion, ethnic or social origin, caste, economic reasons, disability, pregnancy, membership of indigenous peoples, union membership, political affiliation or other views, marital or family status, personal relations and state of health.

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Identified violations of laws and provisions set out in this Code of Conduct are to be recorded in accordance with the procedure described in the Group Compliance guideline dated 24.07.2012, and suitable measures are to be adopted to avoid comparable violations in the future. This should apply in compliance with the 4-eyes principle and safeguarding appropriate confidentiality.

Friedrichshafen, 21.03.2017


Axel Kiefer
Chairman of the
Management Board/CEO
Zeppelin Systems GmbH


Oliver Ellsäßer
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