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## Declaration of the Holding Board

### The WALTER GROUP Code of Conduct

The WALTER GROUP and its companies operate successfully throughout Europe and around the world in various branches of business.

Our core business principles include bringing commercial trade into harmony with ethical values and social responsibility.

The WALTER GROUP code of conduct is a promise to all stakeholders that it will be adhered to unconditionally.

We aim to offer all customers reliable services and high-quality products that fully meet their expectations. Similarly, our services and products are also intended to correspond to modern day requirements regarding ethical trade, sustainability, security, legal compliance, anti-corruption and fair competition.

The international nature of our markets means that legal regulations and business practices, which can differ from country to country, have to be taken into account in our business activities.

This Code of Conduct is intended to serve our employees and managers as a guideline for their decisions and commercial actions.

We expect them to observe these principles, comply with all laws and regulations, and not abuse the trust placed in us by our suppliers, customers and authorities.

We also expect our business partners to respect this Code of Conduct and behave in accordance with its requirements.

By signing the code, we are obliged to implement and comply unreservedly with the principles of conduct in the WALTER GROUP.



Christian Bernegger



Christoph Pernsteiner



Daniel Ritz

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