

**TIPP**

**Oil**®

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*Your specialist for high quality lubricants*

## Compliance with and observance of the principles

TIPP Oil Manufacturer GmbH Co. KG pursues the goal of operating its business in the oil sector efficiently, responsibly, sustainably and profitably. We also participate in the search and development of new energy sources and new ways to protect the environment to meet growing customer needs.

Sincerity, integrity and respect for people are central values on which everything we do is based. They form the basis of our corporate principles.

The company principles apply to all business activities - large and small - and determine the behavior that is always expected of every employee at TIPP Oil Manufacturer GmbH Co. KG.

We are judged on our behavior. Our reputation depends on acting in accordance with the law and company policy. We encourage our business partners to adopt the same or similar principles.

Management is responsible for setting a good example so that all employees are clear about the wording and meaning of these corporate principles and act accordingly.

A comprehensive catalog of measures to implement these principles ensures that employees know, understand and confirm that they are complying with them.

As part of this implementation system, management is also responsible for creating secure and confidential communication channels to raise issues and report non-compliance. Conversely, it is the responsibility of every employee to report violations of corporate principles.

For years, the company principles have formed the basis on which we conduct our business activities. Compliance with them makes a decisive contribution to our continued success.

Sebastian Maier  
Chief Executive Officer





**Our values**

## Our main goals

- Sincerity
- Integrity
- Attention
- Respect

## Our corporate principles

- Business
- Competition
- Sustainability
- Business Integrity
- Social activity
- Health, environment and safety
- Local communities
- Communication and dialogue
- Compliance with regulations

Sincerity, integrity and respect for people are central values of the TIPP Oil Manufacturer GmbH Co. KG employees. We are also firmly convinced that trust, openness, teamwork and professionalism, as well as pride in one's own achievements, are of crucial importance.

In line with the company's principles, we make a contribution to sustainable development. This requires a balance between short-term and long-term interests and the integration of economic, environmental and social considerations in business decisions.



**Our values**

## **Business**

Long-term profitability is a prerequisite for achieving our business goals and achieving continuous growth. Profitability is at the same time the benchmark for efficiency and for the value that customers attach to the products and services of TIPP Oil Manufacturer Ltd. It provides the operational resources for the continuous investments necessary to meet future energy demand for the benefit of consumers. Without profits and a strong financial base, it would not be possible to meet our commitments.

The criteria for making decisions about investing or disposing of assets include considerations of sustainable economic, social and environmental development as well as a risk assessment of the investment.

## **Competition**

TIPP Oil Manufacturer GmbH Co. KG support free competition. It is our concern to compete in the market fairly and responsibly and within the framework of existing competition law. We will not prevent others from competing with us fully.

## **Business Integrity**

TIPP Oil Manufacturer GmbH Co. KG insist on sincerity, integrity and fairness in all business activities and expect the same from our business partners. The direct or indirect offer or grant as well as the demand or acceptance of benefits of any kind are not tolerated. Kickbacks are also bribes and should not be paid.

Employees must avoid conflicts of interest between their personal affairs and the tasks they perform for the company. Employees must disclose potential conflicts of interest to the employer. All business transactions on behalf of TIPP Oil Manufacturer GmbH Co. KG must be fully and correctly reported in accordance with the applicable regulations. They are subject to review and disclosure.

TIPP Oil Manufacturer GmbH Co. KG has five areas of responsibility. Management is obliged to constantly weigh the priorities against one another on the basis of these guidelines and, on the basis of this assessment, to fulfill the inseparable obligations to the best of its ability.

### **Towards customers**

We want to win customers and retain them by developing and offering products and services that meet their expectations in terms of price, quality, safety and environmental impact. For this we use experience as well as technological, ecological and commercial knowledge.

### **Towards employees**

We respect the personal rights of our employees. We want to offer our employees good and safe working conditions and competitive terms. We want to use and promote the talents of our employees in the best possible way. We want to create a universal environment for every employee based on the principle of equal opportunities in order to further develop their skills and talents. We want to involve employees in the planning and design of the work and create communication channels so that their concerns and concerns are heard. Our economic success depends on the committed commitment of all employees.

### **Towards business partners**

We strive for business relationships with contractual partners, suppliers and within the framework of corporate cooperations that are of benefit to all parties and promote the implementation of the TIPP Oil Manufacturer GmbH Co. KG corporate principles or similar guidelines. The ability to effectively apply the corporate principles is one of the decisive factors for entering into or maintaining such business relationships.

### **Towards society**

We want to conduct our business activities as a responsible member of society, observe the applicable laws and regulations, support fundamental human rights within the framework of the role assigned to us as a business enterprise. We take due account of health, safety and environmental aspects.



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