

Endress+Hauser Code of Conduct



Dear associates,

Endress+Hauser is recognized as a successful family company in the laboratory and process automation business.

It is an important element of our Endress+Hauser culture to carry on our business in a responsible and ethical manner. We care for the wellbeing of the individual, the society and the environment.

Our reputation is one of our most important assets. Our customers, associates and shareholders expect that we live up to our values and protect Endress+Hauser. We are convinced that integrity and ethical behavior are the main pillars of any sustainably successful business.

The Endress+Hauser Code of Conduct defines our basic behavioral rules and displays Endress+Hauser's expectations with regard to our business conduct.

Whenever you do not feel comfortable with a specific business situation please address your concerns, inform your supervisors and make sure that our activities are and remain within the scope of our rules.

We may all support and enforce compliance in our daily business life. The ultimate goals of such proper conduct are that our customers may consistently rely on our integrity and that our associates and shareholders remain proud of Endress+Hauser.

The Executive and the Supervisory Board have approved the Endress+Hauser Code of Conduct and fully support initiatives to have it globally implemented and enforced.

Please take your time to carefully read our Code of Conduct and live up to it in all your business activities.

Thank you.



Matthias Altendorf
CEO



Dr. Heiner Zehntner
Corporate Legal Counsel

This Code of Conduct was approved by the Executive Board on August 22 and by the Supervisory Board on August 29, 2016. It replaces the Code of Conduct dated November 26, 2014.

It is applicable to all associates and entities of Endress+Hauser Group.

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Speak up!

1 Addressing Non-Compliance

If you have any concern with regard to the rules of this Code of Conduct please address it.

Inform your line manager or any other superior. You may also approach any local or corporate Legal or Human Resources officer as well as any member of the Executive or the Supervisory Board.

By raising compliance concerns you may help protecting Endress+Hauser's integrity and reputation as well as your own and your colleagues' interests.

The source of information will be kept confidential.

An associate raising concern in accordance with the Code of Conduct will be protected against negative consequences of such initiative.

Associates

2 Fair Working Conditions

We protect our associates from unfair and unethical working conditions.

We do not tolerate bonded, forced or child labor or any unsafe working conditions.

We ban products and services resulting from bonded, forced or child labor or unsafe working conditions.

3 No Discrimination and no Harassment

We value diversity and make sure that all associates feel comfortable when working for En-dress+Hauser.

We do not discriminate against anyone on the grounds of gender, age, ethnicity, nationality, sexual orientation, disability or any other similar characteristic.

We hire, assign, promote and compensate our associates based on their skills, performance and ethical conduct.

We do not tolerate any form of workplace harassment.

4 Safety, Security and Health

We provide safe, secure and healthy workplaces.

We comply with applicable health and safety regulations and make sure that all associates are aware of them and are trained accordingly.

Every associate is personally responsible for safety, security and health at the workplace to the full extent required by his/her duties and to the best of his/her ability and experience.

We are all encouraged to identify areas of improvement and to report concerns relating to safety, security and health.

Business Integrity

5 Laws and Regulations

We consider applicable laws as a minimum standard and respect them in all countries where they apply.

We strictly comply with ethical rules arising from this Code of Conduct and any other Endress+Hauser regulations.

6 Competition and Antitrust

We promote and protect competition.

We do not exchange information about prices, margins or costs with competitors.

We do not fix prices with competitors.

We do not agree on the allocation of markets, territories or customers.

We do not agree on or demand minimum resale prices.

We do not support boycotts against customers or suppliers.

We fully co-operate with the competent authorities in case of administrative investigations.

7 Anti-Corruption

We reject all forms of corrupt business behavior.

We neither bribe public officials nor private persons and we do not accept bribes.

We particularly do not offer, give or receive any improper benefits with the intention of influencing the recipient to provide an unjustified commercial advantage. A benefit is usually improper if it is not moderate, commonly accepted or if it is not offered in a clear business context.

Our dealings with representatives or agents are strictly at arm's length and must not be used to circumvent anti-corruption rules.

The Endress+Hauser Anti-Corruption Policy is mandatory for all associates.

8 Fair Business Partner

We stick to the facts and are reliable.

We behave professionally when dealing with suppliers and business partners.

Our dealings are strictly at arm's length.

We do not discriminate against suppliers or customers, particularly if they compete among each other.

We expect from our suppliers and business partners a responsible behavior in line with the rules of our Code of Conduct.

We decide on appropriate actions if we discover relevant compliance issues in the organization of our suppliers and business partners.

9 Accurate Reporting and Accounting

We ensure that our data, information or records are true and fair.

We comply with applicable laws and accounting standards and ensure that our financial information give a true and fair view of the actual situation.

We do not make any false or misleading statement or entry in any report, publication or expense claim.

We prevent being involved in money laundering transactions.

We refuse payments if they might be related to the financing of terrorism or other criminal activities.

10 Export Control

We comply with applicable export restrictions resulting from national and supranational laws and regulations, including but not limited to EU and UN embargo resolutions.

We do not use brokers or agents to circumvent embargos.

We have cleared sensitive cases by our internal logistics experts.

We apply for required export licenses from the competent authorities.

Company Concerns

11 Conflict of Interest

We avoid or resolve any conflict of interest.

A conflict of interest occurs if personal interests deviate from the best interest of Endress+Hauser. "Personal" may also include family, relatives and friends.

Some examples:

- Dealing with companies where an Endress+Hauser associate or a family member of an associate is a shareholder or in the management
- Familial or intimate relationship between superior and associate
- Accepting another position in addition to being employed by Endress+Hauser
- Board membership in other companies (suppliers, competitors ...)
- Providing fringe benefits if we are a beneficiary ourselves

We disclose potential conflict of interest situations to our line manager, Legal or HR department and resolve them in the best interest of Endress+Hauser.

12 Four-Eyes-Principle

We make sure that two or more associates participate in business processes or that the result of such process is checked by a second colleague (dual control principle).

We have signed agreements and other legal documents by two associates having the relevant signatory power.

13 Company Property

We handle company property with respect and care.

We apply diligence when dealing with intellectual property rights, including trade and business secrets in order to prevent loss or theft.

Any information classified "confidential" or "internal" is considered to be the property of Endress+Hauser and requires special protection.

We comply with the rules of Information Security as documented in the "Infosec" Manual.

14 Personal and Confidential Information

We protect personal and confidential information of associates, customers, suppliers and other business partners.

We strictly comply with confidentiality obligations resulting from confidentiality or non-disclosure agreements.

We respect intellectual property rights of competitors and other third parties (trademarks, copyrights, protected trade secrets etc.).

15 Social Media

We clearly distinguish between private and business related communication.

The use of social media is encouraged but must not negatively impact the interest of Endress+Hauser.

We comply with our Social Media Policy.

Corporate Social Responsibility

16 Good Corporate Citizenship

We take our social responsibility seriously.

We safeguard existing and create new jobs.

We contribute to social, ecological, cultural and other nonprofit projects.

17 Human Rights

We make sure that any activities within our sphere of influence do not negatively impact fundamental human rights, as set out by the United Nations Bill of Rights and the core conventions of the International Labor Organization.

18 Sustainability and Environment

We aim at a sustainable and environmental friendly development of our business.

We protect our environment and comply with environmental laws and regulations.

Wherever reasonable and economically sensible we strive to exceed applicable environmental minimum standards.

19 Data Privacy

We respect privacy rights of our customers, associates and other stakeholders.

We collect and process personal data for specific and legitimate business purposes only in line with applicable law.

We secure any such data against unauthorized access.