

Code of Conduct



Code of Conduct Blohm+Voss B.V. & Co. KG ("Blohm+Voss")

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Preamble

At Blohm+Voss, we operate in a national and international environment, in relation to which we value a responsible, reliable and sustainable conduct. With this Code of Conduct, we set out the principles with which we want to honour our responsibilities in dealing with the law, with our business partners, with our employees and within society. We expect our business partners to comply with the rules and regulations comparable to our Code of Conduct, and that of our parent company, Lürssen Group as of 01.01.2015 (Attachment 1 "Verhaltensgrundsätze").

Our Conduct in Compliance with the Law

At Blohm+Voss, we adhere to the law. In addition, we comply with our self-imposed rules and regulations, in particular with regard to anti-corruption, anti-trust law, anti-money laundering and data protection.

Our Conduct towards Business Partners

At Blohm+Voss, we have a strong customer focus and we are renowned for our high-quality, reliable services. We always treat our business partners and competitors fairly. We make decisions in the interests of the company, avoiding conflicts of interest. We see our numerous subcontractors as our partners.

Our Conduct towards Employees

At Blohm+Voss we treat our employees respectfully, pay fair wages and salaries, promote equal opportunities, offer professional training and combat all forms of discrimination. We meet all minimum wage requirements and support compliance with minimum social standards. We are committed to compliance with all applicable occupational health and safety regulations. Every accident is one accident too many.

The management and employee representatives work together and have a relationship built on years of trust.

We expect all employees to comply with this Code of Conduct.

Our Conduct towards Society

At Blohm+Voss, we respect our environment and climate and implement sustainability standards, striving to reduce the use of resources and energy. We give due considerations to the society by respecting personal rights of others, and we avoid political positioning.

Hamburg, den 27.11.2018



A. Peters
Management Board



Employee Representative