

GLOBAL EMPLOYMENT STANDARDS



At AIXTRON, we are committed to set high standards for the way we conduct business in areas from corporate and social responsibility to sound business ethics, including **compliance with all applicable laws and regulations**.

We require full compliance with these business conduct principles as well as all AIXTRON policies, procedures and practices at all times by AIXTRON managers and employees. Employees are responsible for consulting their management if they have any questions.

These principles apply to all AIXTRON employees, including temporary, contract, and any other type of worker. More detailed statements of policies, procedures and practices are contained in documents such as the AIXTRON Code of Ethics or the AIXTRON Code of Conduct.

FORCED OR INVOLUNTARY LABOR

AIXTRON will not use forced or involuntary labor of any type; employment is voluntary. Prospective employees will not be required to pay any fees to secure employment with AIXTRON. AIXTRON is responsible for fees associated with labor agencies. In addition, at no time will AIXTRON retain original government or personal documents of the employee.

CHILD LABOR

AIXTRON will not use child labor. The term "child" refers to any employed person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship, internship and other similar programs that comply with all laws and regulations applicable to such programs. Employees under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

WAGES AND BENEFITS

AIXTRON will, at a minimum, comply with all applicable wage and hour laws, regulations and collective labor agreements, including those relating to minimum wages, overtime hours, and other elements of compensation, and provide legally mandated benefits. If no such laws or agreements apply, AIXTRON will pay wages in line with market practices. At no time will AIXTRON make any deductions from wages or bonuses for disciplinary reasons.

STANDARDS

WORKING HOURS

AIXTRON will not exceed maximum hours of work prescribed by law and will compensate overtime, as appropriate. Employees will not be required to work more than legally permitted, including overtime, except in extraordinary business circumstances. Employees should be allowed at least one day off per seven-day week.

NONDISCRIMINATION AND HARASSMENT

AIXTRON will not discriminate in hiring, promotion, compensation of employees and employment practices on grounds of race, color, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, disability or veteran status. AIXTRON will create a work environment free of discrimination or harassment based on the above mentioned factors.

RESPECT AND DIGNITY

AIXTRON will treat all employees with respect and dignity and will not use physical punishment, threats of violence or other forms of physical or verbal coercion or harassment.

FREEDOM OF ASSOCIATION

AIXTRON will respect the legal rights of its employees to join or to refrain from joining worker organizations including labor organizations or trade unions. AIXTRON complies with legal requirements worldwide regarding employee and third-party involvement. AIXTRON respects the rights of employees to organize, and makes managers at all levels aware of those rights. AIXTRON believes that its employees are best served through a favorable, collaborative work environment with direct communication between employees and management. AIXTRON strives to establish such favorable employment conditions, to promote positive relationships between employees and managers, to facilitate employee communications, and to support employee development.

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HEALTH AND SAFETY

AIXTRON will provide its employees with a safe workplace in compliance with all applicable laws and regulations. Consistent with these obligations, this encompasses health safety, incident investigation, chemical safety or ergonomics.

LAWS, REGULATIONS AND OTHER LEGAL REQUIREMENTS

AIXTRON will comply with all applicable laws, regulations and other legal requirements in all locations where it conducts business.

ETHICAL DEALINGS

AIXTRON expects its employees to conduct business in accordance with the highest ethical standards as formulated in our mandatory Code of Ethics. AIXTRON strictly complies with all laws and regulations on bribery, corruption and prohibited business practices.

COMMUNICATIONS

AIXTRON makes available to all employees open communications channels for suggestions and complaints to management. AIXTRON maintains a whistleblower hotline for direct contact with the corporate office and/or local Human Resources Department for employee complaints, including any form of harassment including sexual harassment.