

2020

# Code of Business Ethics

DOCUMENT DESCRIBING THE VALUES OF BOECKELER  
INSTRUMENTS.

PETER STRUCKS

## CODE OF BUSINESS ETHICS

### Introduction

As a company we work towards some long-term objectives:

1. Provide the best possible value to our customers in both service and product
2. Create a performance and high-quality driven organization across all parts of our business which drives continuous innovation and quality improvement.
3. Work for a company and with colleagues where we feel valued, respected and motivated to reach our full potential.

Why do we need a set of business ethics, or business values? By writing down what we stand for, we all are aware of what we are working towards, who we are working for and how we want to be seen doing business by the outside world. In short, it's the essence of what we, as Boeckeler Instruments, stand for. It has to become our culture.

Written in this document are the values as we want to see them as the owners of Boeckeler Instruments. Your acceptance of these values shows your commitment to these same values and your willingness to work towards a bright and successful future of Boeckeler Instruments. We have to show this commitment across all levels of our small but growing company in order for this culture to take shape. I am convinced that with the team we currently have we can make this happen!

*Peter P Strucks*

## Our Values

Below are a set of values which we feel should be the essence of how we would like to work as a team and how we would like the outside world to see what Boeckeler Instruments stands for. While we all come from different background, have different skillsets, experiences and perspectives, these values are what makes us Boeckeler Instruments.

### *Integrity*

1. We do as we promise.
2. We treat our colleagues and our business partners with respect. Always.
3. We keep our commitments.
4. We do business in an honest and transparent manner.

### *Our customers drive our business*

1. We strive to deliver the best products and services at the highest quality.
2. We listen to our customers' needs and concerns.

### *Innovation is core to our business*

1. We continuously look to improve our products, services and business processes to help enhance the added value we provide to our customers.

### *Empowerment*

1. We trust our people to take ownership and accountability.
2. We aim to allow our people to reach their highest potential.

### *High Performance*

1. We strive to deliver high value to our customers and our stakeholders.
2. We aim to grow our business to be best in class in products, innovation and value to our customers.