
Code of Conduct

This Code of Conduct is based on our company's values, and it represents our commitment and actions in a social and ecological context.

1. Compliance with laws

We comply with all laws, regulations, and contracts at the national and international level, and we expect all of our employees to do the same.

2. Human rights, diversity, non-discrimination, freedom of association

Human rights are inherent, inalienable, universal, and indivisible. We are responsible for observing these rights and ensuring that they are implemented. We are committed to the integration of all people, regardless of gender, ethnic origin, religion, or other status, and we guarantee our employees an environment free from intimidation, threats, hostility, violence, harassment, or work interruptions. We will not discriminate against people on the basis of race, skin color, age, gender, marital status, sexual orientation, ethnic origin, disability, pregnancy, religion, political or union membership, nor on the basis of medical diagnoses. Rather, regardless of the above, we will treat them equally and give them access to work and employment. We recognize employees' rights to gather freely, to freely and independently elect their representatives, and to conduct collective bargaining, all without fear of repression or intimidation.

3. Work practices, remuneration, working time, child labor, forced labor

People have the right to voluntary, safe, and appropriately compensated work that recognizes and protects human rights. We pay all employees at least the minimum wage required by the relevant remuneration laws, and we provide all legally required social benefits. We ensure that statutory working-time restrictions and break regulations are met for our employees. We do not permit work by children who are under the minimum age for entering into an employment contract, nor by school-age children. Forced labor and involuntary work of all kinds are prohibited.

4. Health and safety

We ensure that our working conditions and work environment do not threaten the physical health and safety of our employees. We take preventative and continuous improvement measures to prevent accidents and other burdens, and we train our employees on the topic of occupational work and safety. We ensure necessary medical care and reintegration. Emergency plans and notification systems have been installed for potential emergency situations. We guarantee that our employees always have access to clean drinking water, clean restrooms and common areas, appropriate emergency exits, fire protection equipment, and a suitable working environment with regard to ambient temperature, air quality, and illumination. We ensure adequate protection for non-smokers.

5. Product safety

We observe product safety regulations, label our products properly, and communicate the requirements for handling the products. Where necessary, we provide the parties involved with applicable documentation that contains all of the necessary safety-related information about all hazardous materials. This includes product information, safety data sheets, proof of reporting and licensing, applications, and exposure scenarios. We proactively and transparently share information with all parties involved regarding the health, safety, and environmental aspects of our products.

6. Environment

We must protect the environment and have a positive influence on it. We observe the statutory provisions on environmental protection, and we help reduce negative environmental impacts.

7. Fair operating practices and further development of the company

We observe the highest ethical standards in all of our dealings with business partners, public agencies, and competitors. All forms of corruption, extortion, misappropriation, and agreements to restrict competition are prohibited. Upon request, we will disclose information about our business activities, structure, financial situation, and our social and ecological responsibility. We promote human rights and work to improve business, social, and ecological conditions. We encourage an understanding of cultures, customs, and values, and we support open dialogue.

8. Financial Responsibility (Accurate Record)

We comply with the applicable legal requirements and are aware of our financial responsibility. All business transactions will be transparent and accurately reflected in financial disclosures and accounting. Any anomalies must be reported immediately. Proper accounting and financial transparency in accordance with international industry standards is both a fundamental guarantee for business success and for the implementation of the Code of Conduct.

8. Protecting confidential information and intellectual property rights

We use confidential information appropriately and protect it accordingly. We ensure that protected data and the applicable intellectual property rights of our business partners are safeguarded.

10. Confidentiality and data protection

Confidential information regarding our employees and business partners is managed appropriately and protected from unauthorized access or use, disclosure, modification, and destruction. We collect personal data only for legitimate business purposes; use it only in a legal, transparent, and secure manner; and share it exclusively with authorized persons. We protect this information according to the security regulations, keep it only as long as necessary, and obligate third parties who have access to personal information to protect this data.

11. Conflicts of interest

We inform our business partners about any situation that could lead to a conflict of interest.

12. Fair competition

We compete fairly and observe the applicable antitrust laws.

13. International trade controls

We comply with the applicable export control regulations for our business and provide the customs authorities and other authorities with correct, truthful information about the business as needed.

14. Conflict minerals

We ensure that no products delivered to our business partners contain metals whose base minerals and/or derivatives come from a conflict region where they directly or indirectly contribute to, cause, or facilitate the financing or support of armed groups; or cause or facilitate human rights violations.

15. Governance

We have effective structures that support the applicable laws in our company and that promote continuous improvement with regard to the expectations laid out in this Code of Conduct. To this end, we are familiar with the applicable international, national, and local laws and provisions, contractual agreements, and internationally recognized standards, and we observe these; our practices are oriented toward the generally recognized industry standards; we obtain all applicable permits, certificates, licenses, and approvals, and keep these up to date; we carry out all activities according to the restrictions and requirements of the permits; we provide resources to fulfill the abovementioned principles of the Code; we take the necessary measures to rectify defects that are identified during internal or external tests, inspections, and management evaluations; and we attempt to implement the sustainability principles described in this Code of Conduct in our upstream supply chain as well.

16. Systems, documentation, and evaluation

We maintain structures and develop controls in conjunction with this Code of Conduct that we implement, apply, and maintain.

17. Risk management

We maintain structures to regularly identify, evaluate, and control risks in every area covered by this Code of Conduct, with reference to all applicable statutory requirements. We have the necessary documentation to prove conformity with the principles of this Code of Conduct.

18. Whistleblowing/ Protection from Retaliation

To create awareness of misconduct, we shape a culture that is free from fear of negative consequences for the individual. Employees are encouraged to seek advice and support without fear of punishment or reprisal. Notifications of violations of the Code of Conduct are treated in strict confidence. Action or retaliation against individuals who report suspected misconduct or violations is strictly prohibited. They will not be discriminated against, nor will they face termination.