

The following requirements for Corporate Social Responsibility and Compliance apply to all employees of Rieber GmbH & Co. KG and its affiliated companies

Laws and Regulations

We commit to adhering to laws, regulations, and company-specific policies, particularly regarding our Information Security Management System according to ISO 27001. Any violation of applicable laws and regulations may result in economic, labor-related, or criminal consequences for both the company and its employees. We diligently investigate any indications of potential breaches and take appropriate actions to rectify them.

Corruption and Bribery

In order to counteract conflicts of interest with regard to the utilisation of professional functions for one's own benefit, any form of corruption or bribery is prohibited, as is active or passive bribery.

Forced Labor

All forms of forced labor, including forced prison labor, indentured servitude, and similar practices, are prohibited.

Child Labor

The use of child labor in any form is prohibited. If local laws do not establish a higher age limit, no person of compulsory school age or younger than 15 years (with exceptions according to ILO Convention No. 138) shall be employed. Employees under 18 years of age shall not perform hazardous work and shall only work limited night shifts considering the requirements of their education.

Harassment

The personal dignity, privacy, and rights of each individual shall be respected. Employees shall not be subjected to physical, psychological, sexual, or verbal harassment or abuse.

Remuneration

Compensation, including overtime and special benefits, in our facilities shall at least meet the customary industry level based on applicable laws, regulations, or provisions.

Working Hours

Our employees shall not be required to work regularly more than 48 hours per week, except in cases of special business requirements or when European or national laws or regulations prescribe a lower weekly working time.

Prohibition of Discrimination

Our employees shall be treated solely based on their abilities and qualifications, regardless of their skin color, race, nationality, ethnic/social origin, disability, sexual orientation, political or religious beliefs, gender, or age, in all business decisions, especially in recruitment, promotion, compensation, special benefits, training, and termination.

Health and Safety

Rieber GmbH & Co. KG and its affiliated companies commit to providing and maintaining a safe and health-promoting work environment to prevent accidents and injuries. The standards set for this purpose are current laws and regulations. In this context, close cooperation with the responsible employers' liability insurance association and the company medical service is maintained.

Freedom of Assembly and Collective Bargaining

We commit to recognizing and respecting employees' rights to freedom of assembly and collective bargaining.

Environment

We are committed to complying with environmental protection regulations and standards as a minimum and are committed to reducing or minimising environmental pollution. We consider it our duty to continuously improve environmental protection by using renewable energies and to reduce energy consumption in the long term in order to make a positive contribution to improving the global climate by reducing climate-damaging emissions. An environmental and energy management system in accordance with ISO 14001 and 50001 has been established.

Supply Chain

We require our suppliers and their subcontractors to adhere to this Code of Conduct as well.



Ulrich Fuchs



i.V. Steffen Herrmann