

Code of Conduct Rieber GmbH & Co. KG

The following requirements related to corporate social responsibility and compliance apply to all employees of Rieber GmbH & Co. KG and its associated companies.

Laws and regulations

We undertake to respect the laws, regulations and standards of the countries in which we operate.

Corruption and bribery

Any form of corruption or bribery is prohibited, as is active or passive bribery.

Forced labour

Forced labour of any kind is prohibited. This includes forced prison labour, servitude and similar.

Child labour

Child labour of any kind is prohibited. If local laws do not set a higher age limit, no person of school age or under 15 years of age may be employed (exceptions in accordance with the ILO Convention No. 138). Employees under 18 years of age may not carry out dangerous work and may only work at night to a limited extent, taking into account the requirements of their training.

Harassment

The personal dignity, privacy and personal rights of each individual will be respected. Employees must not be punished physically or harassed or abused physically, psychologically, sexually, verbally.

Remuneration

Remuneration in our companies, including overtime and special services, corresponds to at least the normal industry level as well as the applicable laws and regulations.

Working hours

Our employees are not required to work more than 48 hours a week on a regular basis, unless there are special business requirements or when national laws or regulations provide for a shorter working week.

Non-discrimination rule

Our employees, regardless of their skin colour, race, nationality, social origin, any disability, sexual orientation, political or religious beliefs and sex or age, are treated strictly according to their abilities and qualifications in all business situations, in particular with regard to recruitment, promotion, remuneration, special services, training measures and redundancies.

Health and safety

The company Rieber GmbH & Co. KG and its affiliated companies are committed to providing and maintaining a safe and healthy working environment to prevent accidents and injuries. Current laws and regulations apply as minimum standards. In cooperation with the relevant professional association, the aim is to apply an occupational safety management system in accordance with ISO 45001 or a comparable system.

Freedom of association and collective bargaining

We undertake to recognise and respect the right of employees to freedom of association and collective bargaining.

Environment

We undertake to comply with the environmental protection regulations and standards as a minimum.

Environmental

pollution must be kept to a minimum or excluded and environmental protection and energy consumption are to be continuously improved. An environmental and energy management system has been established in accordance with ISO 14001 and 50001.

Supply chain

We also obligate our suppliers and their subcontractors to comply with this Code of Conduct.