

CODE OF CONDUCT (CoC)

Context

Employees of companies within the GRITEC Group have developed a mission statement. We have taken the actions resulting from this statement and converted them into this Code of Conduct. We expect our business partners to likewise follow this Code of Conduct.

The Code of Conduct summarises the key principles and rules for the behaviour of individuals and sets out the expectations we have of our business partners.

Our expectations are set out in this Code of Conduct, compliance with which is mandatory for our business partners.

Conduct in a business environment

Compliance with the law

Laws and regulations protect everyone. Compliance with laws and standards is a fundamental principle of commercially responsible behaviour.

Integrity and compliance

Our suppliers and business partners orient their actions according to widely held ethical values and principles. In particular, their actions are guided by integrity, honesty, respect for human dignity, openness and equal treatment.

Corruption, bribery or antitrust violations are not tolerated. Moral behaviour, value-oriented conduct and self-control are promoted within the company. Fair competition is supported.

Equal treatment and non-discrimination

Great importance is placed on a culture of equal opportunity, trust and respect. Our suppliers and business partners promote equality of opportunity and stand against all types of discrimination. They treat everyone equally, regardless of their gender, age, race, culture, ethnic origin, sexual orientation, disability, religion or belief.

Human rights and rights of employees

Our suppliers and business partners respect and support compliance with the internationally recognised human rights. They are strongly opposed to all forms of forced or child labour.

They recognise the right of employees to form trade unions and employee representation on a democratic basis within the scope of national regulations.

They observe the right to reasonable remuneration for all employees. The right to fair remuneration is recognized for all employees. For us, the implementation of and compliance with the core labour standards of the International Labour Organization of the United Nations (ILO) represent a minimum standard.

Workplace health and safety

Safety, freedom from harm, and the mental and physical health of the individual take priority over all other corporate objectives. The same safety standards should apply to employees of subcontractors working on behalf of our suppliers and business partners as apply to us. This is also taken into consideration during selection and in the working relationship.

Our suppliers and business partners incorporate workplace health and safety as an integral component into all business processes. Their employees are instructed and supported in the awareness of safety and occupational health in their working environment and in compliance with regulations relating to workplace health and safety. Every one of their employees complies with regulations relating to workplace health and safety.

Environment and climate protection

Resource efficiency and conservation are a core behaviour for us and our suppliers and business partners. Both in the development of new products and services and in the operation of production facilities, care is taken to ensure that all resulting impacts on the environment and climate are kept to a minimum.

It is the responsibility of each individual to treat natural resources with respect and, through their behaviour, to contribute to the active protection of the environment and to climate neutrality.

Social responsibility

Our suppliers and business partners promote and respect freedom of association within their sphere of influence. The right to freedom of expression and to the protection of personal rights and of privacy are recognised.

Money Laundering

All business partners must ensure that GRITEC cannot be misused for money laundering or other illegal purposes. Money laundering is the term used to describe financial or economic transactions that introduce illegally obtained liquid funds into the legal financial system. We expressly refer to the provisions on criminal liability for money laundering under the applicable laws.

Conflicts of interest

Our suppliers and business partners will avoid situations in which their own interests are or could be in conflict with our business interests. They will inform us promptly if a conflict of interest is identified.

Data protection and information security

The protection of personal data, especially that relating to employees, customers and suppliers, is of particular importance. Personal data is processed responsibly and with confidentiality; the privacy of all individuals is respected, and care is taken to ensure that personal data is protected effectively and used only for legitimate purposes.

Confidential business information

Confidential information and our intellectual property are worthy of protection and, in the same way as material assets, are protected using appropriate means against unauthorised access by parties who are not privy to it and other third parties.

Protection of assets

Our suppliers and business partners contribute to the appropriate and careful handling of our property and our resources and protect them against loss, theft or misuse.

Complaints mechanism

Our suppliers and business partners give their employees access to a confidential process for reporting potential violations of the principles of this Code of Conduct.

Implementing the Code of Conduct

Our suppliers and business partners make reasonable efforts to ensure that their customers, suppliers and other stakeholders and interest groups are informed of the requirements of this Code of Conduct and to request them to likewise implement the principles set out herein.

In the event of violations of this code of conduct, GRITEC will take appropriate measures to clarify the situation. We will primarily try to explain the meaning of the values to the business partners in order to encourage a change in behaviour in the future. However, there is also the obligation or the possibility to take contractual steps or measures within the framework of applicable law in the event of violations of this code of conduct.

Our website offers the option of using a contact form to report violations of this code of conduct. Here you can report violations anonymously or with your name.

The principles of non-discrimination are followed in the selection of suppliers and when dealing with suppliers.

They make sure that their employees are not subject to disadvantage as a result of compliance with the regulations or fundamental principles.