

Code of Conduct

Within the framework of its business Karl Jungbecker GmbH & Co. KG is committed to social responsibility. This document describes the business basics with regard to working conditions, cooperation and dialogue, social and environmental sustainability and transparency.

All staff of Karl Jungbecker GmbH & Co. KG are trained to the basic understanding of the content of this CoC and committed to their implementation by means of operational agreement.

1. Basic understanding of socially responsible business management

This document is based on the common basic understanding of socially responsible corporate governance. This means to consider the consequences of our entrepreneurial actions in economic, technological, as well as in social and environmental terms and to take over responsibility in the framework of universal ethical values and principles, in particular on integrity, responsibility Righteousness and on respect for human dignity.

2. Coverage

This CoC applies to all operating parts of the Karl Jungbecker GmbH & Co. KG. The Karl Jungbecker GmbH & Co. KG is committed to promote adherence to the content of this CoC also with its suppliers and along the value chain within the respective opportunities and spaces for action.

3. Socially responsible corporate management

The Karl Jungbecker GmbH & Co. KG is moving actively to that the values and principles mentioned in the following are effectively respected and complied.

3.1 Ethical principles

The acting of Karl Jungbecker GmbH & Co. KG based on universal ethical values and principles, particular of righteousness, integrity, respect for the human dignity, openness and non-discrimination of religion, belief, gender and ethics.

3.2 Compliance with laws

Applicable laws and regulations of the countries in which we do business are respected. In countries with weak institutional framework, we consider carefully which well-known business practices for responsible corporate management should be additionally applied to support.

3.3 Anti-corruption

The Karl Jungbecker GmbH & Co. KG rejects bribery and corruption and is appropriately promoting transparency, behaving with integrity and responsible management and control in the company.

3.4 Fairness

The Karl Jungbecker GmbH & Co. KG applies clean and accepted business practices and fair competition. Competition is carried out by means of professional behaviour and high-quality work. With regulatory bodies a co-operational and trustful handling is being performed.

3.5 Observation of consumer interests

To protect consumer interests the Karl Jungbecker GmbH & Co. KG applies appropriate regulations and adequate sales, marketing, and information practices. Vulnerable groups (young people, minorities, etc.) enjoy special attention.

3.6 Open communication

The Karl Jungbecker GmbH & Co. KG communicates openly and dialogue oriented about the requirements of this CoC and its implementation towards employees, customers, and suppliers. All documents and materials are dutifully created, not illicitly altered or destroyed and properly stored. Commercial secrets and business information of suppliers and customers are treated confidentially and sensitively.

3.7 protection of human rights

The Karl Jungbecker GmbH & Co. KG is committed to the promotion of human rights. It keeps the human rights pursuant to the UN Charter of human rights, in particular the United Nations Convention against corruption and the Universal Declaration of human rights in their respective current form. Furthermore, the following criteria shall apply:

3.7.1 Protection of privacy

3.7.2 Health and safety

Observation of health and safety at work, in particular ensuring a safe and healthy work environment to prevent accidents and injuries.

3.7.3 Harassment

Protection of employees against corporal punishment and physical, sexual, psychological or verbal harassment or abuse.

3.7.4 Freedom of opinion

Protection and granting of the right for freedom of opinion and freedom of expression.

3.8 Working conditions

The Karl Jungbecker GmbH & Co. KG complies with the following core labour standards of the ILO4:

3.8.1 Prohibition of child labour

Employment of persons younger than 15 years, unless the local legislation set no higher age limits and if no exceptions are allowed.

3.8.2 Prohibition of forced labour of any kind

3.8.3 Payment

Remuneration and level of compensation is in accordance with the applicable laws and regulations.

3.8.4 Respect of worker rights

Respect for the right of workers to freedom of Association, freedom of Assembly, as well as on collective and collective bargaining, as far as legally permissible and possible.

3.8.5 Non-discrimination rule

Non-discriminatory treatment of all employees and staff.

3.8.6 Working time

Respect for labour standards with regard to maximum permissible working hours.

3.9 Environmental protection

The Karl Jungbecker GmbH & Co. KG complies with the regulations and standards on environmental protection and is environmentally conscious at all locations. It is also responsibly dealing with natural resources.

3.10 civic engagement

The Karl Jungbecker GmbH & Co. KG contributes to the social and economic development of the country and the region in which it operates and promotes voluntary activities of its staff and employees.

4. Implementation and enforcement

The Karl Jungbecker GmbH & Co. KG is taking all appropriate and reasonable efforts to implement and ally these principles and values continuously. Contract Partners are informed upon request and within consideration of commensurability so that it is understandable how compliance is guaranteed in principle. Rights for the transfer of operating and business secrets, on the competition-related or other deserving information do not exist.

Karl Jungbecker GmbH & Co. KG

Olpe, 15th of September 2017

Management