

Our policy represents the value proposition regarding responsibility for human and environment and sets out basic principles of our actions.

We recognize that environmental protection is a significant challenge for society. We take environmental aspects into account in all our business activities.

We are committed to not causing harm to any human being. Protecting, maintaining and improving the health of our employees is a top priority.

Compliance with applicable laws of the relevant jurisdictions, guidelines and environmental regulations and the voluntary commitments imposed on ourselves as well as our Code of Conduct are basic prerequisites for us.

1. environmental protection

Our goal is to preserve our global environment. To this end, it is essential for us to continuously improve our certified environmental management system in addition to strict compliance with applicable jurisdictions. We are also committed to achieving our own objectives.

We regard the protection of environment and the economical use of natural resources as our social obligation.

2. reduction of environmental impact

We promote the efficient use of energy and resources and the avoidance or reduction of waste on a daily basis. We regard careful use of water as one of our social obligations.

Our focus is on reducing our environmental footprint of our services and supporting a recycling-oriented society.

3. promote environmental communication

The impact of our activities on environment is recorded, evaluated and, if necessary, documented with measures for improvement. In addition to internal communications, we respond to inquiries from public as needed.

4. supply chain

We agree with our suppliers, among other things, to comply with environmental protection requirements in order to ensure that our own environmental standards are met.

We do not permit the procurement and use of raw materials that have been obtained illegally or through ethically reprehensible or unreasonable measures. The use of conflict minerals is excluded.

5. social responsibility

We do not tolerate any form of corruption or bribery and ensure that neither the company nor our employees are involved in any such conflict of interest.

We do not discriminate against anyone on the basis of age, gender, religion, origin or any other reasons and actively investigate any suspected case of discrimination.

We are committed to fair competition and comply with applicable antitrust laws. We ensure that the legally prescribed working and rest times of our employees are observed. We also ensure that wages are paid punctually and appropriately.

We comply with the valid data protection regulations and ensure that confidential information or business secrets are kept secret.

We do not hire personnel who do not have a minimum age of 15 years. In countries that fall under the developing country exception of ILO Convention 138, minimum age may be reduced to 14 years. We do not employ personnel against their intention, nor do we employ personnel under compulsion.

Our personnel have the right to assemble without exception. We adopt an open attitude toward the activities of employee representatives and their organizational activities. Employee representatives are not discriminated against and they have opportunity to carry out their representative functions in workplace. Where the right to organize and bargain collectively is restricted by legislation, we facilitate and do not impede the development of equal means for independent and free association and bargaining.

Our policy is the basis for our Code of Conduct, which is also given to our business partners.