

Corporate policy principles, quality policy, code of conduct and ethics escalation and anticorruption policy

Compliance with ethical values is necessary for long-term economic success. This includes dealing fairly with each other and acting within the framework of the given standards in everyday business. We consider the success of our customers as the key to achieving long-term and sustainable business success and continuous growth and we see it as self-evident to meet the requirements of all stakeholders in the process.

The management bears the responsibility for a sustainable corporate strategy and its corresponding implementation. Integrity and compliance with the law and ethical principles are essential elements in maintaining the authenticity of our company.

Human rights

We reject all forms of forced labour and child labour in accordance with the ILO Convention and ensure at all times that working conditions are in accordance with applicable local, national and international laws and standards. The United Nations Guiding Principles on Business and human rights apply as a basis.

Disclosure of information

We always comply with the legal framework and principles of proper accounting and financial statements. With the financial reporting Erkert creates trust towards its contractual partners and the public.

Occupational safety and health protection

We give top priority to health protection and occupational safety in all processes. Also, we create a safe and healthy environment in all areas of the company. Workplaces are designed in such a way that an ergonomic way of working is possible. Hazards in the workplace are analysed and reduced to a minimum through appropriate protective measures.

Prohibition of discrimination and unequal treatment

We take care of respect equal opportunities and equal treatment in the recruitment. Promotion and employment of employees and prevent any form of discrimination based on age, gender, skin colour, ethnic or social origin, sexual identity, disability, religion or political opinion. We take our employees to task for unequivocally oppose discrimination in the same manner.

Freigabe	Datum	Erstellt	Datum	Version
Nico Emer/GL	06.06.2023	Mark Trost/EK	06.06.2023	2.0

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Free association

We respect the right of our employees, join or leave associations in accordance with Art. 9 § 3 of the Basic Law for the purpose of promoting working and economic conditions and to be active on their behalf. We comply with applicable law in our dealings with associations and their representatives.

Fair working conditions

We commit undertake to apply fair remuneration and social benefits that at least comply with national and local legal standards, regulations or agreements. Legal regulations on the minimum salary in the respective countries must be complied with, as well as the respective applicable regulations on working hours, breaks and holidays. We also expect this from our partners (especially personnel service providers).

Motivation and further training of employees

The competence of our employees determines the progress of our company and the sustainability of our success. In addition to specialist knowledge and skills, this requires a high level of motivation, the ability to work in a team, collegial interaction and a high degree of personal responsibility and independent action. Through permanent training and further education as well as cooperation in partnership at all levels, we create the basis for fulfilling this task.

Environment and energy

We are committed - beyond compliance with relevant laws and regulations - to continuously and systematically improving operational environmental protection and energy efficiency. Taking into account economic and ecological concerns, we aim to conserve resources and energy, minimize emissions and avoid or recycle waste through the design of our production processes and other targeted measures. We provide the necessary means and information for this purpose.

This is to be ensured through the use of the environmental management system and its maintenance. In addition, we are committed to climate protection (including CO² emission reduction targets), improvement of air quality, responsible chemical management, soil protection, water protection, biodiversity, animal welfare, waste treatment and handling and recycling, noise protection and the avoidance of deforestation. We respect land, forest and water rights. We prevent Forces evictions and the use of private security forces.

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Bribery, corruption and conflict of interest

All our employees avoid situations in which their personal or financial interests conflict with those of the company. Furthermore, they are forbidden to participate in companies of customers, suppliers or competitors or to enter into business relationships with them in private if the nature and extent of a participation is likely to influence actions in the performance of our company's activities in any way. Our employees unequivocally refrain from requesting, accepting or receiving unjustified or unlawful benefits that may influence business decisions or transactions. Also, none of our employees will offer, provide or attempt to provide improper advantages to business partners, their employees or other third parties in business activities of any kind or enter into agreements to do so.

Cartel and competition rules

We are committed to free, ethnic and lawful competition, without any form of unlawful acts and manipulation of competition.

Confidentiality and protection of company assets

Every employee is obliged to handle any tangible and intangible assets of the company responsibly and conscientiously. This includes the protection of company and business secrets/information.

Quality

We understand quality to mean the fulfilment of all the requirements placed on our company. This includes the wishes of our customers for our products and services, but also the interests of our colleagues and employees. By using the most modern production facilities and measuring technology, as well as the CAQ system installed in all production areas, we do everything we can to achieve the zero-defect goal. Through regular internal and external audits, we check the functionality of the system and continuously optimise all processes. We protect our products from unauthorised manipulation (plagiarism) that could affect potential product safety or product conformity.

Social responsibility

We are committed to our company headquarters in Sulzbach. The development of the village is therefore close to our hearts. Among other things, we support cultural, social, scientific, educational and sporting institutions that promote social development in Sulzbach.

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Services and suppliers

We ensure that services provided for us or on our premises are carried out in accordance with our corporate principles. We encourage our suppliers to provide energy-efficient products and services. Our suppliers comply with the Supplier Code of Conduct.


Regulations in case of non-compliance

Violations of our corporate principles will not be tolerated and will result in appropriate measures. The possible admonition, warning or, in the most serious case, termination, will be carried out in accordance with our corporate principles. In the case of violations by external business partners, an attempt will be made to obtain a correction; if this is unsuccessful, this may lead to the termination of the business relationship. Inappropriate behaviour is actively raised with us. Employees and external parties are encouraged to speak out freely and without fear of reprisal. Reprisals against employees who raise concerns in good faith about misconduct in the company are prohibited.

Respect the corporate principles

Every employee is obliged to comply with this Code of Conduct, which has been approved by the management, and to implement the company's principles in the performance of his or her or it duties without exception.

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