



H. ZANDER GmbH & Co. KG · Am Gut Wolf 15 · 52070 Aachen

To our partners



Date: 25. November 2021

Code of conduct

We always act according to our motto: "Protect man and machine". For us, the focus is on people. This applies to our customers, suppliers as well as our employees. It goes without saying that we treat each other in an appreciative and respectful manner. We see the success of our company as the sum of our teamwork.

As a minimum requirement, we have created our code of conduct, which we always live by.

Scope

This code of conduct applies to Hermann ZANDER GmbH & Co. KG (in the following ZANDER AACHEN). Also ZANDER AACHEN demand from all suppliers the compliance of the rules which are embedded in this codex.

Justice and law

ZANDER AACHEN comply with existing laws and require this from all supplier as well.

Communication

ZANDER AACHEN obliges to communicate its requirements to all employees and suppliers.

Transparency

ZANDER AACHEN accept the client's right to important product- and process information which are essential for a qualified purchase decision. Whenever possible, ZANDER AACHEN will establish the information and make it available.

Corporate Citizenship

ZANDER AACHEN shows civil engagement as it brings a positive contribution into the communities in which it actively partake in.

Forced labor

All forms of forced labor, including within prisons and bonded labor, are not applied.

Child labor

Child labor is not applied. Unless the local laws determine a higher age limit, no people are employed who are still of school age or younger than 16 years. Employees under the age of 18 will not be applied for dangerous activities.

Integrity and Anticorruption

ZANDER AACHEN bases its actions on generally applicable ethical values and principles, in particular on integrity, righteousness, respect for human dignity, openness and non-discrimination of religion, ideology and gender. ZANDER AACHEN rejects corruption and bribery within the meaning of the corresponding UN convention. It promotes transparency, acting with integrity and responsible management and control in the company.

Harassment

The employees will not be subjected to any corporal punishment or other physical, sexual, psychological or verbal harassment or acts of abuse.

Remuneration

The remuneration, including wages, overtime and fringe benefits, is within the amount stipulated in law or collective agreement or higher.

Working hours

Unless the national regulations stipulate a lower maximum working time and, except in the case of exceptional company circumstances, employees will not be asked to work a standard working week of over 40 hours per week on a regular basis.

Non-discrimination

In all employment decisions, including hiring and promotions, compensation, fringe benefits, training, layoffs and terminations, all employees are treated strictly according to their skills and qualifications.

Health and safety

In order to avoid accidents and personal injury, ZANDER AACHEN provides safe and healthy working conditions.

Freedom of assembly and free collective bargaining

ZANDER AACHEN respects the statutory right of employees to freedom of assembly and free collective bargaining.

Protection of patents

ZANDER AACHEN respects and exemplifies the protection of patents, trademarks, copyrights and the intellectual property of third parties.

Fair competition

ZANDER AACHEN competes fairly with its competitors.

Environment

ZANDER AACHEN uses environmentally friendly practices which it continuously improves. It fulfils the regulations and standards for environmental protection and uses natural resources responsibly.

Legally prescribed standards

ZANDER AACHEN adheres to the legal standards for product safety.

Prevention of money laundering and terrorist financing.

ZANDER AACHEN checks all business processes to rule out money laundering and to take action against it. There is no terrorist financing in any form.