

Code of Conduct Hebie GmbH & Co. KG

1 Human rights

The company Hebie GmbH & Co. KG as well as its business partners along the value chain observe internationally recognised human rights and act lawfully. The definition of human rights is based on the declaration of human rights issued by the United Nations in 1948.

2 Child labour

The company Hebie GmbH & Co. KG does not tolerate child labour. Hebie and all its business partners and suppliers act in compliance with the ILO Convention No. 138 (minimum age of admission to employment, 1973). Children below the age of 15 may not be employed or exploited. If national laws set a higher standard, this higher standard takes precedence.

3 Corruption

The company Hebie GmbH & Co. KG and all its business partners and suppliers do not tolerate any kind of corruption or other grey areas that contradict lawful order. Allowances of any kind that entail undue benefits and thus could have a positive impact on the business relationship may not be promised, offered or expected.

4 Health and safety

As an employer, the company Hebie GmbH & Co. KG and all its business partners along the value chain are committed to ensuring the health and safety of their employees in compliance with the relevant national regulations. This not only involves avoiding sources of danger, but also installing systems and regulations that follow a preventive approach and ensure the health and safety of the employees. This is primarily based on the ILO Convention No. 155 (Health & safety and work environment, 1981).

5 Environment

The company Hebie GmbH & Co. KG and all its business partners fulfil or even exceed the minimum statutory environmental protection requirements. In addition, we strive to use resources sustainably and to instil an environmental awareness in our workforce.