

Code of Conduct of rmw Kabelsysteme GmbH

rmw Kabelsysteme GmbH, a future-oriented industrial service provider from Thuringia, hereinafter referred to as the organization, stands for a corporate culture that is characterized by reliability and flexibility, high-quality work and respectful interpersonal relationships. The organization takes up the challenge of shaping its activities in such a way as to ensure the responsible use of resources and sustainable action in economic, ecological and social terms.

We not only assume responsibility towards our customers and the environment, but as an employer also towards our employees, who responsibly help to shape the success of rmw through their commitment.

The organization is committed to complying with national and international laws/regulations, conventions of the International Labour Organizations and all relevant provisions. In this respect, the following requirements apply to the organization's employees and its business partners.

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| <p>1. Respect for human rights</p> <p>In the course of its business activities, the organization respects internationally recognized human rights and fundamental freedoms in accordance with the European Convention on Human Rights. The organization always acts to protect and promote these rights and demands the same from its business partners.</p> | <p>7. Rejection of child labor</p> <p>The organization is committed to complying with the standards of the International Labor Organization (ILO), which clearly states that child labor is strictly prohibited and must be combated. This is an important commitment to ensure that children are protected from exploitative work and that appropriate working standards are observed.</p> |
| <p>2. Safety and Health</p> <p>Compliance with all applicable laws and regulations in the area of occupational health and safety as well as the commitment to continuous improvement in both areas are mandatory components of our work.</p> | <p>8. Rejection of forced labor</p> <p>In accordance with Convention No. 29 of the International Labor Organization (ILO), the organization rejects forced labor.</p> |
| <p>3. Right to fair pay</p> <p>The national regulations and the statutory minimum requirements with regard to remuneration are complied with.</p> | <p>9. Integrity</p> <p>The organization attaches great importance to integrity and expects all employees and business partners not to engage in any form of corruption, bribery or improper influencing of decisions. Compliance with all applicable laws and regulations, particularly with regard to competition and antitrust laws, is mandatory for the organization and its business partners.</p> |
| <p>4. Social standards</p> <p>The organization undertakes, in the event that it provides its employees with living quarters, whether for a fee or free of charge, to meet at least the legal requirements with regard to living quarters, hygiene and social standards.</p> | <p>10. Environmental Protection</p> <p>All applicable laws, including internationally recognized environmental protection standards, must be complied with. Our commitment is to continuously improve environmental protection. We expect the same from our business partners.</p> |
| <p>5. Ethische Standards</p> <p>The organization acts in accordance with ethical principles and undertakes not to maintain any links with national or international criminal or terrorist organizations.</p> | <p>11. Product safety and quality</p> <p>All applicable laws and regulations with regard to product safety, legality and quality must be strictly adhered to. The continuous development of product safety and quality requires joint thinking and action.</p> |
| <p>6. Equal opportunities and prohibition of discrimination</p> <p>As a matter of principle, it is not permitted to discriminate against people in any conceivable form. The provisions of ILO Convention No. 111, the Treaty of Lisbon, the General Equal Treatment Act and the Constitution of the Federal Republic of Germany must be complied with.</p> | <p>12. Examination</p> <p>The organization reserves the right to check its business partners' compliance with the principles of cooperation through its own or independent auditors. If a business partner violates this Code of Conduct, the organization will grant the business partner a reasonable period of time to correct the violation. Irrespective of this, the organization reserves the right to terminate the cooperation.</p> |