

CODE OF CONDUCT

FOR BUSINESS PARTNERS AND SUPPLIERS

Sustainability is an integral part of our business processes.

Basis for responsible and long-term cooperation between SVS Schweißtechnik GmbH and its business partners and suppliers is compliance and recognition of the applicable laws and regulations as well as those in the Code of Conduct described principles and requirements.

We expect our business partners and suppliers to implement suitable processes in order to achieve continuous improvement with regard to compliance with the international guiding principles of sustainability and to influence their employees, subcontractors and suppliers, all of them to comply with the principles and requirements described here.

Human rights and labor standards

Employees rights

Compliance with the fundamental employee rights, laws and regulations applicable in the respective countries is expected.

Working time and remuneration

The applicable national legislation on working hours must be observed. This means that the employees of the suppliers receive remuneration that is in accordance with the applicable national laws.

Child labor / Forced labor

Any kind of child labor in their companies is to be prohibited and refrained from. No form of or involvement in forced labor or trafficking in human beings is allowed.

Discrimination / Harassment

Equal opportunities and equal treatment must be promoted and all forms of discrimination, harassment and exploitation prevented. No employee may be discriminated against because of their gender, age, skin color, ethnic or social origin, disabilities, sexual identity, their religion or belief or political opinion.

Freedom of association

The rights of employees to form employee representatives and collective bargaining must be observed in accordance with national legislation.

Occupational health and safety

Adequate occupational safety management has to be applied and to comply with national legislation on health protection and occupational safety. In addition to reducing occupational safety risks, this also includes training employees to prevent accidents and occupational diseases as best as possible.

Business standards

Compliance with laws and ethical standards

Compliance with laws, regulations, guidelines, standards and customs is the basis for all business activities and decisions.

Prohibition of corruption, extortion and bribery

Corruption, extortion and bribery are not tolerated. Appropriate measures will and have to be taken to ensure compliance with relevant anti-corruption laws.

In particular, it has to be ensured that no advantages with the aim of obtaining an order or any other preference in the course of business are offered, promised or granted.

Invitations and gifts

Compliance with our ethical standards and the highest level of trustworthiness are expected. It can be part of the polite manner within business relationships that small gifts are exchanged or invitations are given. However, if an attempt is made to influence decisions with gifts, invitations or other benefits or if the aim is to reward a decision, criminal behavior may exist.

Avoiding conflicts of interest

Decisions regarding your business with SVS are made solely on the basis of factual criteria. Conflicts with private, business or other economic interest, also of relatives or other related parties or organizations, must be avoided from the start.

Fair competition / Anti-trust rights / Intellectual property

The interests of business partners protected by fair competition, applicable antitrust rights, intellectual property rights and patent rights have to be observed and none unfair advantages are accepted. The intellectual property of business partners and competitors must be respected.

Money laundering

The relevant legal obligations to prevent money laundering will be complied with and no involvement in money laundering activities are accepted.

Export controls / Customs regulations

Export and import are part of everyday operational business. All cross-border activities have to be carried out in accordance with national and international requirements.

Bookkeeping and documentation

All books and records of business transactions must be in compliance with the legal provisions, managed correctly and transparently and archived in full, true to the period and truthfully.

Data protection / confidentiality

Business secrets of SVS and that of its customers and business partners, of which the supplier or business partner gains knowledge, will be treated as strictly confidential and protected against unauthorized access by third parties to prevent counterfeiting and manipulation.

The trustful and responsible handling of personal data is a central part of this. Above all, this means that all uses of personal data are in accordance with the applicable data protection laws - in particular the EU General Data Protection Regulation (GDPR) and its accompanying national legislation.

Environmental standards

Adequate environmental protection management should be applied with regard to resource-saving action, reduction of waste, energy and water consumption as well as measures for air pollution control. To continuously improve environmental protection, measures should be taken to comply with the applicable national environmental laws, regulations and standards.

Responsible procurement of materials

Only materials from legal sources are used, their origin on request can be demonstrated.

Conflict minerals

All applicable legal regulations on conflict minerals must be applied. In the event that a product contains one or more of the so-called conflict minerals (tin, tantalum, tungsten, gold or the corresponding ores), SVS expects its suppliers to be able to ensure transparency about their supply chain to the smelter on request.