



CODE OF CONDUCT

Scope

This Code of Conduct applies to all facilities and business units of the REVOSEAL EUROPE GMBH. The REVOSEAL EUROPE GMBH will at the same time require that its suppliers also comply with the principles enshrined in this Code.

Laws and Regulations

The REVOSEAL EUROPE GMBH complies with applicable laws and regulations of the countries in which it operates and requires that its suppliers do likewise.

Communication

Each company which subscribes to this Code is responsible for communicating its requirements to all of its employees and suppliers. Particular attention is to be paid to groups requiring special protection (e.g. children and young people).

Transparency and Consumer Dialogue

The company recognises the right of consumers to important information relating to products and processes which is required to make an informed purchase decision. Where possible, it will identify the relevant information and make such publicly available.

Corporate Citizenship

The company demonstrates its corporate citizenship by making positive contributions to the communities in which it does business.



Forced labour

No forced labour of any kind, including forced labour in prisons and bonded labour may be used.

Integrity and Anti-Corruption

The REVOSEAL EUROPE GMBH's actions are guided by generally accepted ethical values and principles, in particular by integrity, honesty, respect for human dignity, openness and non-discrimination on the grounds of religion, ideology, gender or ethnicity. The REVOSEAL EUROPE GMBH rejects any form of corruption or bribery as defined by the relevant UN Convention (adopted in 2005). It promotes transparency, acting with integrity and responsible corporate management and control.

Child Labour

No child labour is used. Unless local legislation stipulates a higher age limit, no person who is still of school age or younger than 15 will be employed (subject to the exceptions stipulated in ILO Convention 138). Employees under the age of 18 may not perform any hazardous work and may be exempted from night work in consideration of their educational needs.

Harassment

Employees will not be subjected to any corporal punishment or any other form of physical, sexual, physiological or verbal harassment or abuse.

Compensation and Benefits

Compensation, including wages, overtime and benefits must be equal to or exceed the levels stipulated by applicable laws and regulations. Compensation for full-time employment must be sufficient to meet the employee's fundamental needs.



Working Hours

Unless national regulations stipulate a lower maximum number of working hours, and except in exceptional business circumstances, employees will not be required on a regular basis to work a standard working week in excess of 48 hours per week or total weekly working hours in excess of 60 hours (including overtime). Employees are to be given the equivalent of at least one day off in every 7-day period.

Non-Discrimination

With respect to all employment decisions, including but not limited to hiring and promotion, compensation, benefits, training, redundancies and terminations, all employees will be treated strictly in accordance with their abilities and qualifications.

Health and Safety at Work

To prevent accidents and injuries, employers will provide a safe and healthy working environment and, if necessary, safe and healthy residential facilities, which at a minimum comply with applicable statutory requirements.

Freedom of Association and Collective Bargaining

Employers recognise and respect the statutory right of employees to freedom of association and collective bargaining.

Environment

The company implements and continuously improves environmentally friendly practices in all facilities in which it operates. It meets the environmental protection requirements and standards applicable to its respective facilities and uses natural resources responsibly.