

Heinrich Kipp Werk KG Code of Conduct

- 1. Area of application**
This code of conduct applies to all the company's branches and production sites.
- 2. Legislation, standards and ethical conduct**
Heinrich Kipp Werk observes the applicable legislation and standards. We are guided by the generally applicable ethical values and principles, in particular integrity, honesty and human dignity.
- 3. Bribery, corruptibility and corruption**
The company rejects bribery and corruption and does not tolerate this form of behaviour.
- 4. Fair competition**
The firm of Kipp undertakes not to restrict free competition and not to breach national and international regulations on combating cartels.
- 5. Human rights**
The internationally acknowledged human rights are expressly supported.
- 6. Child labour**
Child labour and any form of exploitation of children and young people are rejected.
The relevant legislation is observed.
- 7. Forced labour**
Any form of forced labour and similar practices are rejected.
- 8. Remuneration**
Remuneration including wages, overtime and fringe benefits, is at the level specified in the applicable case law and legislation or above it.
- 9. Working hours**
The working hours meet the applicable sector standard.
- 10. Health and safety at work**
The national and international regulations on ensuring health and safety in the workplace are observed.
- 11. Environmental protection**
Heinrich Kipp Werk observes the provisions of environmental legislation. On our own initiative we practise active environmental protection so that pollution of the environment is avoided or reduced to a minimum. When disposing of and recycling waste and waste water we work with a certified disposal company.

HEINRICH KIPP WERK KG

Heinrich Kipp

