

Compliance

The Gerg GmbH commits to the principles of a responsible and lawful conduct and requests its suppliers to likewise comply with the following principles and to pass these principles on to their supply chain. The following guideline constitutes the requirements to all suppliers regarding to business ethics, environment protection and conserving resources as well as human rights and social standards. It is based on the fundamental principles of an economical, ecological and social responsibility, which conform to applicable law and which are in line with international standards

Human rights and working conditions

The social responsibility towards employees is of high relevance for the Gerg GmbH. This applies also to the suppliers and their sub-suppliers. Gerg requires its suppliers to respect the social standards and to ensure the commitment to the social responsibility in their entire supply chain.

The following principles are of utmost importance:

- Respect of human rights
- No harassment or discrimination, granting of equal opportunity and equal treatment
- Ban of slave trade, child labor and forced labor
- Respect of freedom of association and the right of collective bargaining
- Granting of freedom of assembly
- Wages irrespective of the difference of the gender in compliance with the national laws
- Compliance with the respective, country-specific legal requirements of working hours and paid vacations
- Compliance with the requirements of occupational safety and health protection referring to the standard of ISO 45001

Ban of discrimination

We strictly refuse any kind of discrimination or any other devaluation of employees and contractual partners of our suppliers due to race, skin color, gender, religion, political views, national origin or social background. We emphasize that all forms of discrimination by our suppliers and their contractual partners will be refused and sanctioned.

Childrens rights

We condemn child labor and respect childrens rights. We comply with the applicable laws and regulations regarding to the minimum age for the admission to employment or labor.

Conserving environment and resources

The Gerg GmbH expects a sustainable, responsible and considerate utilization of resources and raw materials based on ISO 14001 from its suppliers and their sub-suppliers throughout the entire supply chain.

We want our suppliers to pay attention to an efficient use of energy and resources and the compliance with environmental standards relating to products and processes.

In our supply chain we expect air emissions and water quality to be controlled regularly and appropriately. If possible, emissions should be reduced or be kept to a minimum to improve local air quality.

In addition to the points mentioned above Gerg GmbH particularly cares about:

- reduction of energy and water consumption
- control and preservation of water quality
- reduction of air pollution
- reduction of greenhouse gases
- suitable recycling and disposal concepts
- responsible management of chemicals

Ban of corruption and bribery

Every kind of corruption must be omitted.

Suppliers are required to omit every kind of fraud or embezzlement, corruption, blackmail or bribery. The supplier is obligated to comply with all applicable laws and regulations.

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Conflict of interest

Personal relations or employees' own personal motivations are not allowed to have a direct or indirect impact on Gerg's business operations. Therefore conflicts of interests are to be avoided. All employees are encouraged to report possible conflicts of interest to avoid possible legal consequences for themselves and disadvantages for Gerg.

Competition / Cartel law

Fair competition, cartel law and all further rules and regulations that support and protect competition have to be complied with. Companies have to respect fair competition and adhere to the prohibition of price fixing and other actions that inhibit the development of a free market.

Health and industrial safety

We commit ourselves to uphold all laws and regulations that concern work safety and the protection of the environment. We furthermore act in a responsible way according to a set of rules that exceeds legal requirements. Machines and facilities are planned, bought, operated and repaired in a way that minimizes possible risks and avoids disruption of production. Here newest state of the art technologies and developments are being used to help Gerg achieve aforementioned goals.

Our suppliers as employers must ensure safety and health protection at the workplace for their employees in accordance with applicable national regulations. Furthermore, they support a continuous development to improve the working environment.

Whistleblowing and protection from retaliation measures

We expect from our suppliers that they protect their own employees from threats, harassment and other disadvantageous actions when filing a complaint. Also, they must ensure that a complaining employee's personal data and privacy is well protected. This includes protecting their privacy and anonymity throughout every phase of the ensuing process.

Final regulation

German law applies.