

September 2020

Code of Conduct HEINRICH KIPP WERK GmbH & Co. KG

1. Scope of application

This Code of Conduct applies to all branches and production facilities of the company.

2. Laws, Standards and Ethical conduct

HEINRICH KIPP WERK complies with the applicable laws and standards. We are guided by the generally applicable ethical values and principles, in particular integrity, righteousness and human dignity.

3. Bribery, Bribery and Corruption

The company rejects bribery and corruption and does not tolerate such behavior.

4. Fair competition

Kipp undertakes not to restrict free competition and not to violate national and international antitrust regulations.

5. Human rights

The internationally recognized human rights are expressly supported.

6. Child labor

Child labor and any kind of exploitation of children and young people are rejected. The corresponding laws are observed.

7. Forced labor

All forms of forced labor and similar conditions are rejected.

8. Compensation

Remuneration, including wages, overtime and fringe benefits, shall be at or above the level established by applicable law and regulations.

9. Working hours

The working hours correspond to the applicable industry standard.

10. Health and Safety at work

The national and international regulations for ensuring health and safety at work are complied with.

11. Environmental protection

HEINRICH KIPP WERK observes the statutory environmental regulations. We actively protect the environment on our own responsibility, so that environmental pollution is avoided or reduced to a minimum. For the disposal and recycling of waste and waste water, we work together with a certified waste disposal company.

HEINRICH KIPP WERK GmbH & Co. KG

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