

Principles for corporate social responsibility, anti-corruption policies and code of conduct and ethics escalation policy

The observance of the ethical values is necessary for long-term economic success. In addition belong a fair contact with each other as well as an action within the scope of the given norms in the commercial everyday life. We look at the success of our customers as the key to reach a long-term and lasting commercial success and constant growth and see it as a self-evident fact to fulfil, besides, the requirements of all interest groups.

The management is responsible for a sustainable corporate strategy and its implementation. Integrity as well as compliance with laws and ethical principles are essential elements to maintain the authenticity of our company (ethical and socially responsible way).

The combination of management principles with quality, safety and environmental principles sets standards and directives that guarantee the respectful and dignified treatment of our employees, safe working conditions and a sustainable approach to the environment.

The code of conduct contains the following:

- How our management perceives His responsibility
- How we deal with our employees and colleagues with each other
- Which behavior customers can expect
- How we deal with our suppliers
- How we behave in dealing with the communities and the environment

Each manager and each individual employee is responsible for behaving in accordance with this code.

The behavior of our executives is a role model, because they demonstrate the principles of behavior and are committed to them in every situation.

Human rights

We respect and promote the dignity of every human being and are committed to the protection and observance of international human rights. It goes without saying that we do not use child labor and reject all forms of forced labor. We do not tolerate any working conditions that conflict with international or local laws and practices.

Discrimination

We use no form of discrimination in setting, remuneration, training opportunities, promotion, termination or retirement for reasons of race, ethnic origin, sex, age, marital status, religion or belief, disability, pregnancy, sexual orientation, membership of a political party or the affiliation of a political party of our employees and, of course, we also demand that our employees resolutely oppose this.

Freedom of coalition and right on collective negotiations

As Bilstein & Siekermann GmbH + Co. KG (BSH) we respect the right of all employees, associations or organizations of their choice for the purpose of promoting and protecting the interests of employees to join, or to withdraw, for them to be active, as well as to establish and keep us referring to the relevant agreements with collective representations of our staff according to the locally applicable laws and regulations

Disciplinary measures

We resolutely oppose the use of corporal punishment, mental or physical compulsion, and verbal insults.

Motivation and continuing education of the employees

Motivated employees and their identification with the goals of our company is considered a major success factor. The development of our employees is highlighted. We focus on applicable in the enterprise, job-related training as well as the development and promotion of future leadership potential.

Health and safety

The health and safety of our employees is protected to the highest degree by providing a healthy and safe working environment. By complying with the safety regulations in force in our company, everyone is responsible for ensuring a safe and healthy work environment.

Compliance with antitrust rules

With our high-quality products, innovative solutions and our reliability, we measure ourselves openly and fairly on the world markets. In doing so, we do not rely in any way on unlawful and / or criminal practices, such as bid agreements that exclude, distort or restrict the competition.

Conflicts of interest bribery / corruption

All of our employees avoid situations in which their personal or financial interests with those of the company come into conflict. They are prohibited to participate in company of competitors, customers or suppliers or to enter relationships with them in a private setting, if this caused a conflict of interest in particular. Such a conflict is always present when

the nature and extent of a participation is such as to influence in any way acts in the conduct of our business. From demanding, accepting and accepting unjustified or unlawful benefits that may influence business decisions or transactions, our employees distance themselves unequivocally. Likewise, none of our employees will provide, attempt, or make any attempt to enter into any business dealings of any kind to business partners, their employees and other third parties, or to make any attempt to do so.

Protection of assets and secrecy

Everyone is expected to protect the company's tangible and intangible assets, treat confidential trade and business secrets and customer information, and comply with applicable data protection principles.

Suppliers

We place high expectations on our suppliers and require them to adhere to the same strict principles that we apply ourselves when conducting their business, especially when dealing with employees. As an importer we pay attention to the exact description and classification of goods and raw materials, the exact indication of their value and the country of origin. Local customs and import laws, regulations and procedures of state authorities are explicitly complied with.

Environment and recycling

As a responsible company, we are committed to nature. State-of-the-art equipment protects our environment. Each employee contributes to producing high quality products in environmentally friendly processes, including the responsible use of the energy resource.

Social commitment

We expressly stand by our responsibility as citizens of the community in which we operate our business and we commit ourselves to open communication with all authorities, as well as social and public interest groups.

Compliance

The present ethics and code of conduct has been approved by the executive board and brought to the attention of all employees. Our employees hold without exception in the exercise of their activities to this code. Stricter or more detailed rules may apply for certain regions, countries or functions, which are essentially in line with these corporate principles. Questions about the application or interpretation, as well as reports of potential violations are addressed to the respective superiors.

Measures for non-compliance

Procedures, practices or actions of employees who are in conflict with this code must be corrected and subject to disciplinary action. Depending on the seriousness of the offense and history (for example, repetition), this may result in a reminder, warning, or even termination.

If suppliers or other business partners do not adhere to the specifications, this will be discussed in discussion with the supplier and remedied. Depending on the seriousness of the offense and history (for example, repetition), it may also lead to termination of the business relationship.

If BSH employees, suppliers or other business partners violate the rules or give reason to consider their behavior, the management (compliance@bsh-vs.com) should be informed immediately. The mentioned e-mail address protects confidentiality.