

Ten Key Points of the Code of Conduct:

What is a Code of Conduct?

The Code of Conduct sets out the values and principles of the Werhahn-group and establishes rules which enable the group and its staff to safeguard their good reputation and to maintain the trust of their shareholders, business partners and other key institutions and groups.

Who is the Code of Conduct aimed at?

The Code is aimed at all employees regardless of their position within the company, and thus also includes the management levels – such as the managing board members and the executive staff.

1. We are human and straight in our dealings with each other, we are honest and loyal.
2. We respect each individual's dignity and identity and do not tolerate any discrimination, harassment or abuse.
3. We bear personal responsibility.
4. We protect our company's assets and treat them as we would our own personal property.
5. We do not pass on any confidential information about our company or our business partners.
6. When attending to personal interests we take care that these do not conflict with the company's interests.
7. We comply with all laws and regulations (e.g. environmental protection, occupational safety, hygiene regulations).
8. We do not tolerate corruption in any form (we do not bribe others or accept bribes ourselves).
9. We compete fairly, do not give preferential treatment or discriminate against any business partners, and apply the rules of competition law in our dealings with competitors and customers.
10. We comply with the Code and promote the values and principles set out within. In case of doubt, we ask our superiors, the departments responsible, the compliance officer or the internal audit for advice.