



Stannol GmbH & Co. KG sees the sustainable relationship between people and the environment as an integral part of its value system. The basis for this is compliance with social, ethical and ecological standards, such as those described in the conventions of the International Labour Organisation (ILO), in the National Action Plan for Business and Human Rights (NAP) and in the Universal Declaration of Human Rights of the United Nations.

Stannol declares:

General requirements

- to actively work against corruption and bribery in all its forms
- to combat any form of illegal labour employment
- to comply with the standards of fair business and fair competition

Regarding employees

- to actively prevent child labour and forced labour in all its forms
- to provide a safe and healthy workplace for its employees
- to pay reasonable wages in accordance with applicable laws and observe reasonable working hours in accordance with applicable laws or industry standards
- to not tolerate any form of discrimination and promote equal treatment and equal opportunities for employees
- to respect the right of employees to freedom of association, to join trade unions, to appeal to labour representatives or to join works councils, and neither favour nor discriminate against employees in this respect
- to treat employees with dignity and respect and prohibit any form of undue disciplinary action
- to establish an effective complaint management for individuals and communities where this can be done at reasonable costs

Regarding the environment

- to actively promote climate protection, energy efficiency measures and the development of climate-friendly energy supplies
- to deal responsibly with environmental protection issues, especially in the area of resource and energy consumption
- to organise the use of resources in production and consumption as efficiently and sustainably as possible and to give preference to energy-efficient and environmentally friendly technologies
- to use ecologically valuable and unpolluted materials as far as possible
- to minimise the impact on people and the environment and to continuously promote the avoidance and environmentally sound disposal of waste, waste water and other emissions

Stannol is committed to the constant development of these standards and seeks to update this Code of Conduct on a regular basis.

Stannol GmbH & Co. KG

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