	Jörg Vogelsang GmbH & Co. KG		
	Code of Conduct	Revision./Index 01 2017-02-22	Sheet/of 1/1

This Code of Conduct defines our principles in relation to our responsibility for human beings and the environment.

When it comes to the supply of goods and the provision of services, we undertake to observe and comply with the following:

**1. Compliance with legal regulations**

Applicable laws and legal regulations of the relevant jurisdictions shall unconditionally be complied with.

**2. Compliance with the basic rights of our employees**

- Equal opportunities and equal treatment of all employees regardless of their skin colour, race, nationality, social origins and sexual orientation, and regardless of any possible disability, political or religious convictions, gender or age;
- To respect the dignity, privacy and personal rights of each and every individual, comply with and adhere to the statutory working conditions including the ban on child labour, and unconditionally observe the prohibition of discrimination in accordance with the principles of the German General Equal Treatment Act (AGG);
- To remunerate our employees in accordance with the applicable minimum wages fixed under the relevant law.

**3. Health and safety of our employees**

- To assume responsibility for health and safety in respect of all our employees;
- To examine corresponding risks and minimise such risks by means of appropriate action as well as to take the best possible precautionary measures for the prevention of industrial accidents and occupational diseases;
- To have our employees instructed and trained continuously and in a competent manner on the subjects of occupational health and safety;
- To establish and maintain/administrate an occupational health and safety management system.

**4. Environmental protection**

- To establish and maintain/administrate an environmental management system pursuant to ISO 14001 or an equivalent system and
- To comply consistently with the environmental protection regulations in respect of goods and deliveries;
- To minimise environmental pollution through one's own behaviour and continuously improve environmental protection through corresponding measures.

**5. Prohibition of bribery**


To reject any kind of bribery and not become involved or engaged in any kind of bribery, and not to offer or grant any personal advantages, especially contributions in kind, such as payments or loans, including the presentation of minor gifts/donations to employees or third parties.

**6. Supply chain**

The observance of these regulations shall also be encouraged where possible with our suppliers, and the principles of non-discrimination shall be observed at all times when it comes to selecting and dealing with suppliers.



CEO  
Ulrich Flatken



COO  
Mathias Pfeil