

The Code of Conduct of the WITTMANN Group

For the WITTMANN Group, responsible and compliant behavior is an essential requirement for sustainable economic success. This Code of Conduct summarizes the principles and guidelines that the WITTMANN Group upholds. This Code of Conduct also serves as a guideline for business partners, with the expectation of them complying with applicable law and regulations in the same way.

The Code of Conduct of the WITTMANN Group and its Business Partners

We always act responsibly and in compliance with the law, recognizing and fulfilling our social responsibility as a company and as an employer in society. We define ourselves and our principles and guidelines based on these principles.

Our Responsibility

Human Rights

We endorse all applicable regulations for the protection of human rights. As a business entity, we use our influence to ensure fair, safe, and socially responsible working conditions.

Equal Treatment

We promote and stand up for equal treatment of all individuals, irrespective of ethnicity, race, nationality, gender, religion or belief, physical or mental disabilities, age, sexual orientation, or other characteristics.

Labor Law

Throughout the entire process chain of our goods and services, we demand compliance with employees' rights. In particular, we reject any form of child or forced labor and adhere to the guidelines of ILO Convention 138 (International Labour Standards on Child Labour). These guidelines are a core part of our partner selection. We are committed to market-compliant remuneration and compliance with agreed working hours.

Our employees are our most valuable asset. We take all necessary measures to ensure the health and safety of our employees, fulfilling all legal requirements regarding occupational safety and health care. Furthermore, we commit to providing training for our employees and promoting their personal development.

Environmental Protection

We conserve resources used in our processes for the benefit of the environment and economic sustainability. We consider environmental preservation to be a crucial factor for the continuity of our existence as a company and as individuals. Therefore, it is in our utmost interest to increase process efficiency, reduce pollution and waste, and optimize the use of existing resources.

Business Conduct

We conduct business based on objective criteria and in the best interest of the company. Personal interests, benefits, or promises have no place in our business conduct. We reject any form of bribery, not only financial donations/corruption but also any other form of direct and indirect favors and promises. We ensure that we prevent money laundering in our economic activities and avoid engaging in such transactions.

We adhere to the contents of applicable legal provisions, particularly in safeguarding personal rights, labor law, cartelization, trade in goods, and financial law.

We maintain partnerships with our business partners, acting fairly and transparently.

Data Protection

We respect and protect the interests of our employees and partners regarding their personal data and our data. Where necessary, we process personal data in accordance with the General Data Protection Regulation (GDPR) and its national derivatives. Business data is treated with confidentiality and only processed in line with business requirements. We promote awareness that these are sensitive topics that need to be handled accordingly. We respect the intellectual property of others and do not infringe upon their rights.

Our Commitment

We commit to living by, developing, and disseminating the values set forth in our Code of Conduct.

We take organizational and personal measures to ensure the implementation and understanding of this Code.

We evaluate our implementation of our Code at least annually and we also initiate all necessary measures for the continuous improvement and development of this Code.