

Social Responsibility

Balcke-Dürr is committed to sustainability itself and has undertaken to comply with the relevant regulations and laws. We see sustainable and responsible action as an important basis for cooperation with our business partners. We therefore expect our business partners to conduct their business activities with integrity, i.e., in particular to comply with the law applicable to them in each case, e.g., human rights, anti-corruption, data protection, competition, antitrust, occupational health and safety and environmental law, and to work to ensure that the principles set out in this Code of Conduct for Business Partners are also observed by their own business partners.

Social responsibility by us and our business partners

We are convinced that assuming social responsibility is an essential factor for the sustainable success of a company and thus an indispensable component of value-oriented corporate management. We therefore expect our employees and our business partners to base their actions on the following principles:

a) Human Rights

We respect recognized human rights.

b) Child and forced labor

We strictly reject child labor and comply with the respective applicable provisions prohibiting child labor. Furthermore, we do not tolerate any form of forced labor.

c) Equal opportunities

We promote diversity within the company and do not tolerate discrimination in the hiring and employment of employees.

d) Freedom of association

We recognize the laws on freedom of association and the formation of interest groups that apply to them in each case and stand up for the protection of the rights of their employees in their business units guaranteed therein.

e) Safety

The safety of people has top priority and is one of the core values of our company and our business partners. Together with our employees and the employees of our business partners, we ensure both a safe working environment and safety-related qualifications as well as the safety of their products and services.

f) Occupational health and safety / Protection against bullying

The safety of our employees is a central imperative of our business activities. By means of consistent, preventive occupational safety, we and our business partners avert hazards to persons and support the maintenance of employee health through appropriate working conditions. We and our business partners do not tolerate any form of bullying within the workforce. Violations of this kind are sanctioned consistently and safeguarded by internal company regulations.

g) Environmental protection

We and our business partners comply with the environmental standards applicable to them, and we are committed to the principles of sustainable business and environmental protection as a corporate value.

h) Working and employment conditions / minimum wage

The respective applicable laws and agreements with their social partners are complied with by us and our business partners. We and our business partners pay employees appropriately; existing statutory regulations on minimum wages are complied with. We and our business partners observe the respective country-specific laws and regulations. To ensure this - if necessary - legal advice is also obtained.

i) Privacy

We comply with all applicable laws on the protection of personal data, in particular of employees, business partners and customers.

The respectively valid version of this document is integrated in our document management system. Document number D0316287