

Code of conduct of Hans J. Michael GmbH



This code of conduct of the Hans J. Michael GmbH contains all fundamental values, rights, and principles we use in daily dealings with our employees, customers, suppliers, and other people that we respect and pass on to other persons to whom a business connection exists. An environmentally conscious way of working and its continuous improvement are a matter of course for us - every employee is obliged to comply with this.

Respect for employees

The Hans J. Michael GmbH respects internationally recognized human rights. Notwithstanding the equal value of all human rights, the following are of particular importance to Hans J. Michael GmbH:

- The right to equal opportunities and the right to non-discrimination
- The avoidance of any form of child and forced labor
- The right to freedom of association and the right to collective bargaining
- Fair payment and benefits in accordance with local market conditions
- Compliance with applicable working time regulations
- Responsibility for the safety and health of employees

Fairtrade and competition law, prohibition of corruption, fight against money laundering, conflict of interest

We do not tolerate corruption. The Hans J. Michael GmbH is committed to fair competition. We keep a fair corporate standard in advertising, sales, and competition. Grants in the form of cash or cash-like funds are prohibited at the Hans J. Michael GmbH. Accepting gifts and invitations is only permitted if the benefits are reasonable. It may not influence the decision-making of the employee. We commit ourselves to comply with applicable anti-money laundering laws; money laundering will not be facilitated.

At Hans J. Michael GmbH, business decisions are made independently and according to economic and ethical considerations. Conflicts of interest with private interests, economic or other activities, including those of relatives or close persons, should be avoided from the outset. Employees who are affected by a possible or actual conflict of interest are obliged to inform the the management quickly in order to obtain rapid clarification.

Foreign trade and export control

Hans J. Michael GmbH agrees to comply with all applicable import and export controls as well as customs laws and regulations. We respect foreign trade and customs regulations. All imports and exports are correctly and transparently cleared through customs.

Environment, safety, and quality

Hans J. Michael GmbH sells products that are useful for customers. Our manufacturers pay attention to the safety and environmental compatibility of the products. We dispose of waste in accordance with the law. We comply with legal, environmental, safety and disposal regulations.



Privacy

The Hans J. Michael GmbH respects the right of personality and privacy of employees and business partners in the handling of personal data. Our employees may only collect, use, and process data relating to or referring to persons in accordance with the principles of legality, transparency, proportionality, and data economy.

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