

CREMER Code of Conduct

The following Code of Conduct applies to all CREMER business units. At the same time, CREMER also requires its suppliers to comply with the principles contained in this Code of Conduct.

1. Law-abidance

CREMER complies with the applicable laws and regulations of the countries in which it operates and requires its suppliers to do so as well.

2. Transparency and consumer dialogue

The company recognizes the right of consumers to important product and process information that is needed for a qualified purchase decision. Insofar as it is possible, the relevant information will be outlined and made available.

3. Forced labor

Any form of forced labor, including forced labor in prisons and debt bondage, may not be used.

4. Integrity and anticorruption

CREMER bases its actions on universal ethical values and principles, in particular concerning integrity, respect for human dignity, openness and non-discrimination of religion, belief, gender and ethics. CREMER rejects corruption and bribery as defined by the relevant UN Convention (from 2005). As appropriate, it promotes transparency, integrity and responsible management and control in the company.

5. Child labor

Child labor is not used. Unless local laws set a higher age limit, no persons will be employed who are still of school age or younger than 15 years (subject to the exceptions of ILO Convention 138). Employees under the age of 18 may not be used for hazardous activities and may be exempted from night work, taking into account their training needs.

6. Abuse

Employees will not be subjected to corporal punishment or other physical, sexual, psychological or verbal harassment or abuse.

7. Remuneration

The remuneration, including wages, overtime and fringe benefits, shall be at least in the amount specified in the applicable law and regulation or higher. The remuneration granted for full employment must be sufficient to meet the basic needs of the employee.

8. Working hours

Unless national regulations stipulate a lower maximum working time and except in exceptional business circumstances, employees are not required to work a standard working week of more than 48 hours per week or a total weekly working time of more than 60 hours (including overtime) on a regular basis. Employees are granted the equivalent of at least one day off in each 7-day period.

9. Non-discrimination

In all employment decisions, including but not limited to hiring and promotions, compensation, fringe benefits, training, layoffs and dismissals, all employees are treated strictly according to their skills and qualifications.

10. Health and safety at work

In order to avoid accidents and personal injury, employers ensure safe and healthy working conditions.

11. Freedom of assembly and collective bargaining autonomy

Employers recognize and respect the legal right of employees to freedom of assembly and autonomy.

12. Environment

The company uses environmentally friendly practices that it continuously improves. It complies with the regulations and standards for environmental protection that affect its respective operations and uses natural resources responsibly.

The Management

Düren-Konzendorf, Germany, 22.07.2022