

WILPU - Code of Conduct

As a family business in its fifth generation, since 1867, one of the core values of Wilh. Putsch GmbH & Co. KG (hereinafter referred to as WILPU) has been to act in a future-oriented manner. We are continuously expanding our existing basement of ecological, social and economic sustainability with appropriate measures. Regardless of the size of our company, we see responsible and therefore sustainable management as our corporate duty of care. This is the only way we can ensure a safe, healthy life and successful business for future generations.

This Code of Conduct sets out the principles of our business activities. These are corresponding to our corporate mission statement. We act in a value-oriented manner, in accordance with ethical and legal guidelines, international standards such as the International Labour Standards (ILO - International Labor Organization) and are guided by the principles of the UN Global Compact. We expect our business partners to act in accordance with these principles and to uphold it in their own supply chains.

Our economical success is based on long-term business relationships based on mutual trust. In order to maintain these, we hereby call on our employees and business partners to inform us of any deviations from the principles of this Code of Conduct.

Employees

We reject both child and forced labour in any form, as stipulated in German law and in the International Labour Standards (ILO). We demand the same from our business partners.

We ensure equal opportunities in the workplace. In accordance with the General Equal Treatment Law, no one is discriminated against on the basis of their origin, skin color, sexual orientation, nationality, religion, ideology, age, gender or physical/mental impairment. Violations can be reported to the complaints office in accordance with the right to lodge a complaint (§ 13 AGG).

Discrimination is prohibited in the workplace in every respect. Any disapproval of this will result in the termination of the employment relationship. Employees who report violations are assured of strict confidentiality. Personal data will be deleted within two months of the conclusion of any investigations.

WILPU employees are paid fairly according to the minimum standards of the ERA (remuneration framework). We fully comply with the regulations of the Working Time Law. Our employees observe rest periods accordingly. We are convinced that the good performance of our employees is only possible if rest periods are observed. We expect our business partners to treat their employees just as fairly and in compliance with the provisions of international labor law.

We create the best possible conditions for maintaining occupational safety and the health of our employees and always comply with the Occupational Health and Safety Act. Potential hazards in the workplace are regularly monitored, optimized and kept as low as possible. The use of addictive substances in the workplace is prohibited in every respect. However, if use is detected in the workplace, the management will support those affected by providing professional help.

Environmental protection

In cooperation with our business partners, one of our goals is to keep climate-damaging emissions as low as possible.

When manufacturing our products, we aim to reduce waste and emissions, avoid them as far as possible and increase the recycling rate accordingly.

Hazardous substances are disposed of appropriately and are never discharged into the environment. Waste is typed before disposal and kept to a minimum. We limit our wastewater consumption as far as possible. Noise and other air emission values are checked regularly. Immediate countermeasures are taken in the event of negative deviations.

We expect our suppliers to handle emissions responsibly, including avoiding the discharge of waste and hazardous substances into the environment. We reserve the right to check this accordingly.

Cooperation and business relationships

We have been developing innovative products with great passion and care for decades. In competition with other companies that regularly develop new products, we respect them and treat the corresponding patents with respect. We expect our innovations and patents to be respected in equal measure.

Like our business partners, we reject all forms of bribery and corruption. Agreements that reduce competition are prohibited under antitrust law. We disapprove of any kind of use of illegal financial means in the economic cycle in accordance with money laundering.

The protection of confidential and personal data of our employees, business partners and other third parties is very important to us. All confidential information is kept secret. We protect it in accordance with the Data Protection Act.

As a globally active company, WILPU is committed to implementing and improving the aforementioned principles. We expect the same from our business partners.

Our business partners are committed to the aforementioned Code of Conduct. We expect them to contact us about any deviations from the WILPU Code of Conduct.