

Code of Conduct Aeroxon Insect Control GmbH

Scope:

Aeroxon Insect Control GmbH upholds the applicable laws and regulations of the countries in which it operates and asks the same from its suppliers.

1. Principles of Social Responsibility

1.1. Human Rights

Aeroxon Insect Control GmbH respects and supports compliance with internationally recognised human rights law.

1.2. Discrimination

Aeroxon Insect Control GmbH undertakes under the prevailing laws and regulations to combat any form of discrimination. This particularly refers to discrimination against employees on grounds of gender, race, disability, ethnic or cultural origin, religion or belief, age or sexual orientation.

1.3. Forced Labour

Aeroxon Insect Control GmbH rejects any form of forced labour. This also includes debt bondage and forced labour in prisons.

1.4. Child Labour

Aeroxon Insect Control GmbH complies with the United Nations' provisions on human and children's rights. Where the local laws do not specify an upper age limit, no persons are employed who are still of school age or younger than 15 years old.

1.5. Harassment

Employees of Aeroxon Insect Control GmbH are not subjected to any physical violence or other physical, sexual, psychological or verbal harassment, abuse or bullying. The legal regulations of the AGG are respected.

1.6. Fair Working Conditions

Aeroxon Insect Control GmbH respects the right of freedom of association of its employees within the framework of the applicable laws and statutes.

2. Policy on Work, Safety and Environment

2.1. Pay

Remuneration including wages, overtime and fringe benefits is made at least to the amount set out by existing laws and statutes. The remuneration paid for full employment must be sufficient to satisfy the basic needs of the employee.

2.2. Working Hours

Aeroxon Insect Control GmbH guarantees compliance with national statutory regulations of the maximum working week and fully respects the established legal overtime limits.

2.3. Health

Aeraxon Insect Control GmbH guarantees occupational safety and health at work within the framework of national regulations. Fr. Kaiser GmbH also supports continuous development to improve the working environment.

2.4. Environmental Protection

Aeraxon Insect Control GmbH is sustainably committed to the goal of environmental protection for present and future generations. Laws that have been adopted to protect the environment are respected. Support is provided to ensure employees' environmental awareness and promote their responsible use of natural resources.

3. Principles for External Relations

3.1. Integrity

Aeraxon Insect Control GmbH acts in accordance with generally accepted ethical values and principals; in particular, this means acting with integrity, honesty, respect for human dignity, openness and non-discrimination on the basis of religion, belief, gender, and ethics.

3.2. Corruption

Aeraxon Insect Control GmbH rejects corruption and bribery in accordance with the relevant UN Convention. The company uses the appropriate means to promote transparency and acts with integrity, responsible leadership and company accountability.

3.3. Transparency and Consumer Dialogue

Aeraxon Insect Control GmbH recognises the rights of consumers to key product information that is needed for an informed purchase decision. This information will be made publicly available in accordance with legal regulations.

3.4. Trade Secrets

Aeraxon Insect Control GmbH requires its employees to respect its operational and business secrets. Without authorisation, confidential information and confidential documents may not be disclosed or made accessible in any other way to third parties. This also applies to the period after the employment relationship.

Aeraxon Insect Control GmbH undertakes to communicate the requirements contained in this Code of Conduct to all its employees and suppliers.

The Code of Conduct set out in the above by Aeraxon Insect Control GmbH is consistent with Global Compact and the Ethical Trading Initiative.