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SCHLICK Code of Conduct.
Responsibility and integrity.





The SCHLICK Code of Conduct.
The HOW in how we act.

In this Code of Conduct, we have created for our Company a mandatory set of rules for all members of staff*. These rules are intended to meet the ethical and legal challenges in our working environment. They sketch out the behaviour that is expected of us in a business context. In doing so, they provide us with the certainty and guidance necessary in our dealings with colleagues, customers and business partners – and beyond these, with the public and the environment.

We pledge to our business partners that SCHLICK employees will observe our Code of Conduct. But we also expect a similar policy from them. Ultimately, it is our understanding that a consensus on conduct and values always underlies the basis of a business relationship founded on partnership.

The Executive Board
Düsen-Schlick GmbH

Robert von Knoblauch

Uwe Weiß

* To improve readability, we have not attempted to cover all genders (male, female, gender-fluid) individually in our use of linguistic forms. All references to persons are equally applicable to all genders.

“We behave in accordance with the law and with a sense of responsibility. At all times and in all places.”

- We are an international business. In our activities we respect the laws, guidelines and standards applicable to our working environment.
- Proper, fair and responsible behaviour in all aspects of our business dealings is for us an absolute imperative.

“We are committed to a free market. By fair means.”

- We are convinced that building long-term customer relationships depends on our own skills, mutual trust and fair dealings.
- We reject the use of any kind of incentives to influence participants in the market. Employees are fundamentally forbidden to offer, demand or accept personal benefits in relation to their employment.
- Hospitality and invitations can be accepted or offered only where, as an expression of courtesy, they correspond to general business custom and practice.
- We reject any form of corruption. It interferes with fair cooperation in a free market.
- We take it as a matter of course that contact and collaboration with national and international authorities and officials will be handled with integrity.
- Our employees respect foreign trade legislation and applicable export regulations in our international trade.
- We see it as a part of our responsibility to society to promote education, science and social awareness. Our donations in these fields are made on a voluntary basis with no expectation of reward.

“We behave with respect and fairness towards ourselves and others. And we value a reciprocal approach.”

- We foster fair relationships with our market partners and with our employees. Our activities are based on behaviour that respects the law.
- As a global Company, we manage business relationships with partners in many different parts of the world. They know and respect our values.
- As an international business we are committed to diversity and tolerance, and we respect differences between people. We work with others on the basis of mutual regard and appreciation.
- We respect internationally recognised human rights. We will therefore not allow discrimination against our employees, business partners or third parties in relation to their gender, race, skin colour, ancestry, belief system, age, disability, ideological affiliation, sexual orientation or family situation.
- We consider all forms of sexual harassment, coercion and verbal abuse to be unacceptable; similarly, we do not tolerate intimidating, hostile or offensive behaviour.
- We reject all forms of child labour and forced labour, together with exploitation of any kind. We expect the same from our business partners.
- Our staff are responsible for the success of the Company through their technical competence and professional commitment. We seek to reward them accordingly, within the scope of what is lawful.
- The safety and health of our staff in their working environment is our top priority. We observe statutory and other safety regulations relating to the working environment.
- In matters of personnel policy we provide focused support for our employees so that, even in times of change, they can work successfully and on their own initiative for our Company.





“We behave responsibly towards our property.
And towards that of our partners.”

- All assets in the Company are the property of SCHLICK. Employees are under an obligation to treat Company property responsibly. They must handle it with care and protect it from damage, loss or destruction.
- No employee may pass on the Company’s intellectual property or other confidential information to third parties or use it for private purposes. This applies regardless of whether the intellectual property is owned by the Company, a subsidiary company or a business partner.
- Staff are under an obligation to look after confidential documents belonging to SCHLICK or to its customers or business partners. It is forbidden to pass these on to others without authorisation or to make them accessible in any other manner. Our employees have a duty of silence in relation to confidential business matters during their period of employment and after it has ended.
- We protect personal and confidential data in accordance with the applicable data protection laws. Data protection provisions applicable to any activity, including internal Company regulations, must be observed.
- To protect data security, all of our employees are under an obligation to take all necessary measures to protect our IT system from data theft, whether internal or external.

“We encourage communication on equal terms within the Company. This creates a strong sense of togetherness.”

- Mutual feedback and open communication are the basis of our behaviour. We engage constructively with different opinions and conduct our discussions fairly and honestly.
- Good and trusting cooperation between staff and management is demonstrated by respectful communication and mutual support.
- The behaviour of our managers sets an example to staff.
- Our aim is to get better every day. This applies to our products, processes and structures.

“We act in a way that supports an environment fit to live in. Because the future needs us to take responsibility.”

- Protection of the environment and conservation of resources is an integral part of our commercial activity. We observe the current statutory provisions and the regulations applicable within the Company.
- In our development of new products and solutions, as well as in our operation of production facilities and offices, we are mindful of safety, conservation of resources and energy efficiency.
- We both support and expect environmentally conscious behaviour from our staff.

“We are committed to what we are doing here.”

- Adherence to the Code of Conduct and to other applicable work instructions is mandatory for all employees. Any deviation from these will not be tolerated by the Company and may have legal consequences.
- Employees who have any questions on the application of our Code of Conduct should contact their managers.
- This Code of Conduct may be amended as necessary by the Board.





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