

Ethic-Codex

The ethic-codex defines the basic requirements of the company IIG Industrieisolierungen GmbH based on the working practices of the employees and workers.

1. Working Conditions

- Ensure safe and healthy workplaces.
- Comply with applicable working time regulations.
- Prohibit child labor and forced labor.
- Provide fair wages that meet or exceed legal minimum standards.

2. Equal Treatment and Respect

- Prohibit discrimination based on gender, origin, religion, age, or other personal characteristics.
- Promote a respectful and inclusive work environment.
- Protect the dignity and rights of all employees.

3. Workplace Conduct

- Uphold integrity, honesty, and professionalism in interactions.
- Avoid conflicts through transparent communication.
- Commit to protecting the company's confidential information.

4. Environmental Protection

- Promote sustainable and environmentally friendly practices.
- Reduce the environmental footprint through resource-efficient operations.
- Enhance energy efficiency and minimize waste.
- Comply with all applicable environmental protection laws.

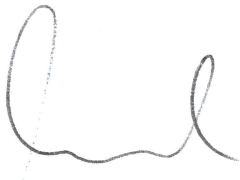
5. Anti- Corruption

- Clearly reject bribery and corruption.
- Commit to transparent and ethical business practices.
- Adhere to all anti-corruption laws.
- Investigate and address unethical behavior.

6. Data Protection

- Protect personal data of employees, customers, and business partners.
- Process data strictly in accordance with applicable data protection laws.
- Ensure the security of sensitive information.
- Require employees to comply with data protection policies.

21.11.2024, Gelsenkirchen
Date, Place



Signature CEO