

SUPPLIER CODE OF CONDUCT

The esarom Code of Conduct summarizes the most important principles of esarom gmbh, which apply to all business units and locations of esarom, as well as to all esarom employees. We also expect our suppliers to comply with these principles of conduct.

LAW AND REGULATION

Our company complies with laws and regulations applicable in the countries we are operating in.

TRANSPARENCY

Our company is committed to the need for information on products and their production, especially in the field of food production. If possible, our company will disclose such information to our customers.

CORPORATE CITIZENSHIP

Our company demonstrates its corporate citizenship by making positive contributions to the communities in which we do business.

INTEGRITY AND ANTI-CORRUPTION

Our company is committed to ethical values and principles. Integrity, honesty, respect for human dignity, openness, and non-discrimination on the basis of religion, ideology, gender, sexual orientation, origin, or ethnicity are essential principles of all our activities.

As part of the supply chain, we always fulfill our due diligence obligations for responsible business conduct.

Our company rejects any form of corruption or bribery as defined by the relevant UN Convention. Employees of our company are prohibited from accepting favors and from influencing third parties through favors. Any action that could give the appearance of prohibited influence must also be refrained from. Employees may only accept hospitality within usual limits and symbolic gifts, appropriate to the circumstances. In cases of doubt, the approval of the board must be obtained. In any case, the acceptance and offering of financial benefits (cash, commissions, loans, etc.) are prohibited.

FORCED LABOUR

Our company does neither use nor benefit from forced labor or unfree labor.

CHILD LABOUR

Our company does neither use nor benefit from child labour. The age restrictions in the country of activity are observed. Regardless of this, no one will be assigned to work who is of compulsory school age and/or younger than 15 (subject to the exceptions stipulated in ILO Convention 138). Employees under the age of 18 may not perform any hazardous work and may be exempted from night work in consideration of their educational needs.

HARASSMENT

Employees will neither be physically, sexually, psychologically or verbally harassed or abused nor will they be physically punished.

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COMPENSATION AND BENEFITS

Any and all compensations are equal to or exceed the levels stipulated by applicable laws and regulations.

NON-DISCRIMINATION

With respect to all employment decisions, including hiring and promotion, compensation, benefits, training, redundancies and terminations, all employees will be treated strictly in accordance with their abilities and qualifications – disregarding gender, age, origin, sexual orientation, religion and ideology.

HEALTH AND SAFETY AT WORK

To prevent accidents and injuries, our company provides a safe and healthy working environment, and supports the improvement of workplace conditions.

FREEDOM OF ASSEMBLY

Our company recognizes and respects the freedom of association of its employees.

ENVIRONMENT

Our company complies with all applicable environmental protection regulations. In addition, our company implements maintains, and constantly improves environmentally friendly processes in all facilities in which it operates. Achieved improvements and planned measures are documented and this documentation is made available to our customers if required.