



Code of Conduct

Successful business and social responsibility are two interdependent goals of our company. Responsible and ethical conduct towards our employees, business partners, the company and the environment define and determine our actions. Adherence to the principles of law and order is self-evident.

LENZ Laborglas established a code of conduct to serve as a guideline on which our decisions are based and as a basis for responsible daily business practice. This code of conduct applies within our organization as well as in dealings with our business partners and the general public. This code of conduct is binding to all members of management and employees alike. We expect our employees to adhere to the principles set forth herein.

Respect, Honesty, Integrity

We respect the personal dignity, privacy, and personal rights of every individual and are committed to the observance and protection of human rights. Every employee has the obligation to ensure enforcement of general fundamental rights.

Equal Opportunity and Discrimination

We are an equal opportunity and equal treatment employer. We do not discriminate on the grounds of race, culture, religion, age, disability, skin color, sexual orientation, philosophy or gender. We expect our employees to treat their colleagues fairly.

The basis for selection, employment and educational advancement is solely qualification

All employees are encouraged to build and maintain an atmosphere of mutual respect and to refrain from discrimination of any kind (for instance disadvantage, harassment, mobbing).

Rejection of Child Labor

Child labor as well as any kind of exploitation of children and juveniles is not tolerated. The minimum age for employment may not be lower than the age at which compulsory school attendance ends.

Rejection of Forced Labor

No employee may be directly or indirectly coerced to work by force and/or intimidation.

Remuneration

Our employees receive appropriate remuneration and services and we comply with the national legal minimum wage.

Behavior towards Competitors and Business Partners

Our dealings with business partners are characterized by trust and fairness. Personal interests and personal benefits may have no influence whatsoever on our business decisions.

We maintain trusted relationships to our suppliers. The supply chain complies with laws and regulations of the countries in which we do business.

The image presented by our company is lastingly impacted by the manner in which we develop and maintain the contact to our customers. Consequently, it goes without saying that we adhere to rules of behavior and are ethically correct.

Trade Controls

We comply with applicable trade controls, import and export regulations as well as economic embargos.

Data Protection and Security

We protect our company data as well as personal customer and employee data using all appropriate and suitable means available from unauthorized access, wrongful use or loss. We collect, compile and process personal data only to the extent necessary and for the intended purpose.

Each employee is committed to comply with the data protection provisions.

Secrecy

Every employee is committed to keep all company and business secrets confidential. This commitment continues even after termination of employment.

Quality, Occupational Safety, Health

Highest quality and continuous quality improvement are critical to the success of our company. We strive to meet the high demands our customers place on quality.

Providing a healthy and safe work environment for our employees goes without saying. We comply with laws and regulations for health and safety in the workplace and audit and actively improve our standards of safety.

Environmental Protection

We responsibly use and acquire natural resources for the manufacture and marketing of our products and are consequently committed to treat energy, water and materials responsibly and ecologically.

We reserve the right to adapt our code of conduct to changing demands.