

Code of Conduct

A Guideline for Suppliers

Experts for liquid products



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Intro

Ruland Engineering & Consulting GmbH is committed to ecologically and socially responsible corporate management. We also expect this from our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into the corporate culture. Furthermore, we strive to continuously improve our business activities as well as our products and services in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach.

For future cooperation, the contracting parties recognize the validity of the following standards for a common code of conduct. This agreement is the basis for all future deliveries and services. The contracting parties are willing to comply with the principles and requirements of the Code of Conduct and to support each other in doing so. The supplier is responsible for presenting this Code of Conduct to its subcontractors and ensuring that they comply with the rules and regulations set out. This agreement shall enter into force upon receipt. Compliance with this Code of Conduct will be an important part of the supplier evaluation.

Social responsibility

Exclusion of forced labor

Forced labor, human trafficking, slavery, servitude or similar practices are expressly prohibited. Any employment relationship must be voluntary and without threat of sanctions. It must be possible to terminate the work or employment relationship at any time. Furthermore, there must be no unacceptable treatment of employees, such as psychological hardship, sexual harassment or humiliation. Security guards must not be hired or deployed if they are used to treat or injure people in an inhumane or degrading manner or if their freedom of association is impaired.

Prohibition of child labor

Child labor may not be used in any phase of production. Suppliers are required to comply with the recommendation of the ILO conventions on the minimum age for the employment of children. Young people under the age of 18 may not be used for work that endangers the health, safety or morals of children. Special protective regulations must be observed and complied with.

Fair remuneration

Remuneration for regular working hours and overtime must comply with the national statutory minimum wage and the minimum standards customary in the industry. Employees must be granted all legally prescribed benefits. Deductions from wages as a punitive measure are not permitted. The supplier must ensure that employees receive clear, detailed and regular written information on the composition of their pay.



Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is voluntary and follows the ILO recommendations for fair working hours.

Social responsibility

Prohibition of discrimination

Unequal treatment of employees in any form is prohibited unless it is justified by the requirements of the employment. This applies, for example, to discrimination based on gender, national, ethnic or social origin, skin color, disability, health status, political beliefs, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Health protection, safety in the workplace

The supplier is responsible for a safe and healthy working environment. The necessary precautions against accidents and damage to health that may occur in connection with the work are taken by setting up and applying suitable occupational safety systems. In addition, employees are regularly informed and trained on the applicable health and safety standards and measures.

Dealing with conflict minerals

Ruland attaches great importance to ensuring that its suppliers promote the principles and measures of social responsibility along the entire value chain. The ethically responsible procurement of conflict materials such as tin, tungsten, tantalum, gold and cobalt is particularly important. In accordance with the guidelines of the Organization for Economic Cooperation and Development (OECD), the company is establishing processes to monitor the origin, supply and procurement of these conflict minerals. It is crucial to avoid smelters and refiners that have not implemented appropriate, audited due diligence processes.



Ecological responsibility

Treatment and discharge of industrial wastewater

Wastewater from operations, manufacturing processes and sanitary facilities should be typified, monitored, tested and treated as necessary prior to discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

Dealing with air emissions

General emissions from operations (air and noise emissions) and greenhouse gas emissions shall be typified, routinely monitored, verified and treated as necessary prior to release. The supplier is also responsible for monitoring its emission control systems and is required to find cost-effective solutions to minimize any emissions.

Handling of waste and hazardous substances

Supplier shall take a systematic approach to identifying, handling, reducing and responsibly disposing of or recycling solid waste. Chemicals or other materials that pose a hazard if released into the environment shall be identified and managed in a manner that ensures safety during handling, transportation, storage, use, recycling or reuse and disposal.

Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of all kinds, including water and energy, must be reduced or avoided. This is done either directly at the source or through procedures and measures, e.g. by changing production and maintenance procedures or operating processes by using alternative materials, by saving, by recycling or by reusing materials.

Dealing with energy consumption/efficiency

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimize energy consumption.



Ethical business behaviour

Fair competition

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. These regulations also prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to determine their own prices and other resale conditions.



Intellectual property

Intellectual property rights must be respected. Technology and know-how must be transferred in such a way that intellectual property rights and all customer information are protected. Existing confidentiality agreements shall be given special consideration.

Integrity, bribery, taking advantage

The highest standards of integrity must be applied to all business activities. The Supplier shall have a zero tolerance policy against all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be implemented to ensure compliance with anti-corruption laws.

Confidentiality and data protection

The supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of personal data. The supplier shall comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transferring and disclosing personal data.



Implementation of the requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the supplier will inform us promptly and regularly about the violations and risks identified and the measures taken.

We will check compliance with the standards and regulations listed in this document by means of a self-assessment questionnaire and risk-based audits at the supplier's production facilities. The supplier agrees that we may carry out such audits at our expense on a random basis or for specific reasons to verify compliance with the Code at the supplier's premises during normal business hours after appropriate advance notice by persons authorized by us.

The supplier/service provider itself is responsible at company level for setting up an effective grievance mechanism for persons who may be affected by negative impacts.

If we identify a breach of the provisions of this Code of Conduct, we will inform the supplier immediately in writing and set a reasonable grace period to bring its conduct into line with these provisions. If a remedy is not possible in the foreseeable future, the supplier will inform us immediately and work with us to develop and implement a concept with a timetable for ending or minimizing the violation. Violations of this Code of Conduct will be taken into account in the supplier evaluation.

Awareness and responsibility of the supplier

The supplier assumes responsibility for its actions and compliance with the principles/requirements listed. The supplier agrees to communicate the content of this code to its employees, representatives and subcontractors in a way that is understandable to them and to take all necessary precautions to implement the requirements.

