

Corporate Commitment

on social rights, social and entrepreneurial
responsibilities and industrial relations

Experts for liquid products





Our Responsibility

With this declaration, Ruland Engineering & Consulting GmbH (Ruland) underlines fundamental social rights and principles as part of its corporate policy and company philosophy.

Ruland is committed to its social responsibility as a globally active company group. We feel obliged to conduct our business in a way that is anchored in our values and management principles and expresses respect for our employees, customers, suppliers and the environment. The goal of economic and technological competitiveness goes hand in hand with the goal of securing employment.

Both in terms of our technical execution as well as our basic values, we strive to maintain and continuously improve our high standards.

With these principles, we would like to meet our employees, customers, partners, suppliers and every other party involved. We also expect them to accept these principles and to live and implement them into their daily interaction.

Below you can find an overview on our basic values we represent and adhere to. However, we always strive to present a higher standard.

Our principles and goals

RESPECT FOR THE HUMAN BEING

At Ruland, we know that our entrepreneurial success depends on our employees. The expertise of our employees and their commitment build the base of everything we do. Therefore, we want to offer our employees a professional home where each employee can freely develop his or her abilities. Every employee should find his or her position in the company and have a meaningful opportunity to contribute to the company's success.

In line with our principles, we treat each employee with respect and dignity at all times and seek open communication. We show the same respect to customers, suppliers and other related parties.

INTEGRATION AND DIVERSITY

Within our workforce, we value diversity and equal opportunities. We value the qualities of the individual and invite our employees to respect and value the individual differences and talents of others.

We respect the dignity of the individual regardless of race, colour, origin, religion, gender, sexual orientation, identity, age, disability, civil status or any other status worth of protection. We offer everyone the same opportunity regardless of his or her personal characteristics and interests.

HARASSMENT/DISCRIMINATION

Ruland respects the right to freedom of conscience, expression and religion.

Respect for each individual person prohibits us from any form of discrimination or harassment. This includes, but is not limited to, unequal treatment, slurs, offensive remarks or jokes and other verbal, graphic or physical behaviour, whether based on religion, colour, gender, national, ethnic or social origin, age, marital status, physical or mental disability, sexual orientation, gender identity, political persuasion or any other form of discrimination and harassment.

Together with our employees, we make every effort to protect this principle in every respect and raise awareness of an appreciative approach that recognises the individuality and personal situation of each person.

HUMAN RIGHTS

Ruland stands up for protecting and respecting human rights. We conduct our business in a manner that ensures respect for the rights of those around us.

WORKING CONDITIONS

We want to offer all employees a secure job. The remuneration for work performed corresponds at least to the legally valid, national minimum standard and is oriented towards the industry-specific, customary remuneration in the local area. Work of equal value is remunerated equally.

CHILD AND FORCED LABOUR

Child labour is prohibited. Employees must have reached the minimum legal age for employment of the country or region they live in.

The employment of young people in the context of training has a status that is particularly worthy of protection for us, especially with regard to working, health and safety conditions and measures.

Employment relationships are based on voluntariness. They should be able to be terminated by the employees at any time according to their own free will and in compliance with the respective appropriate deadlines. Ruland rejects any form of forced labour, human trafficking, slavery, servitude or similar practices. This includes in particular work based on force, pressure, deception, threats, kidnapping and fraud or threats of disadvantage.



FREEDOM OF ASSOCIATION

Ruland encourages open and direct communication with all employees regarding working conditions without fear of retaliation, intimidation or harassment.

A free and open dialogue between employees and managers deepens the communication and understanding and enables trusting relationships at eye level. In accordance with local laws, employees have the right to freely associate and represent their interests.

HEALTH AND SAFETY

Ruland attaches great importance to occupational safety, health and fire protection as well as a healthy and safe working environment in the offices, production halls and on external construction sites. Accordingly, employees are regularly trained and guests of our company are made aware of any safety measures at an early stage. These measures comply at least with the respective local legal requirements and regulations.

ENVIRONMENTAL PROTECTION

Promoting and preserving the environment is a company-wide concern.

Our production plants are built and operated in such a way that adverse effects on health and the environment are avoided as far as possible. We are committed to re cycling materials, using resources sparingly in all areas and avoiding waste. Suitable disposal methods for all waste and contamination produced during the production of our plants are part of this.

The legal and official requirements are only a minimum standard for us. All employees are required to comply with the company's environmental guidelines in their daily work. They also have the duty to point out identified hazards, but also have the right to eliminate potential hazards. This way, everyone works equally responsible in the daily implementation of environmental protection measures.

DATA PROTECTION AND INFORMATION SECURITY

Local laws as well as privacy and information protection laws and regulations are minimum standards at Ruland. We require our employees to properly safeguard all information we receive from employees, customers, suppliers and other partners from loss and unauthorised access or use. In addition to personal data, we consider customer-related information that we receive in the course of project business to be particularly worthy of protection.

At the same time, we respect intellectual property and protect the rights of third parties as well.