

TODAY

CODE OF CONDUCT

STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH -

STRONG THROUGH PERFORMANCE!

CODE OF ETHICS

INTRODUCTION

RULES

CODE OF CONDUCT

CODE OF CONDUCT OR CODE OF ETHICS OF STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH, ALSO KNOWN AS THE CODE OF CONDUCT, IS THE GUIDELINE FOR THE BEHAVIOUR OF ALL EMPLOYEES OF OUR COMPANY AND SERVES AS A GUIDELINE FOR LEGAL AND LEGAL AND MORAL REGULATIONS WITHIN THE STUAL GROUP. IT ENSURES THAT THE BUSINESS POLICY IS IMPLEMENTED RESPONSIBLY BY EMPLOYEES AND THE MANAGEMENT ARE IMPLEMENTED IN A RESPONSIBLE MANNER AND THAT LAWS ARE LAWS ARE COMPLIED WITH. THE FOLLOWING TOPICS ARE INCLUDED IN THE STUAL GROUP'S CODE OF CONDUCT OF THE STUAL GROUP AND ARE THEREFORE BINDING FOR THE EMPLOYEES OF STUAL AND THE MANAGEMENT OF THE COMPANY:



POINT 1

RULES

CODE OF CONDUCT

COMMITMENT OF THE MANAGEMENT

OUR COMPANY CONSIDERS IT ITS DUTY TO ACT IN A SOCIALLY, ECOLOGICALLY AND ECONOMICALLY RESPONSIBLE MANNER. BUSINESS MANAGEMENT THAT RESPECTS FAIR COMPETITION AND IS BASED ON A COMPETENT AND ETHICAL-MORAL FOUNDATION HAS THE GREATEST VALUE FOR STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH HAS THE GREATEST VALUE.



POINT 2

RULES

CODE OF CONDUCT

CONDUCT TOWARDS EMPLOYEES OR WORKERS

STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH ACTS IN ACCORDANCE WITH THE PRINCIPLE OF EQUAL TREATMENT UNDER LABOUR LAW. THIS MEANS THAT THE EMPLOYER MAY NOT TREAT AN INDIVIDUAL EMPLOYEE MORE UNFAVOURABLY THAN OTHER EMPLOYEES COMPARABLE TO HIM/HER FOR ANY DELIBERATE REASON.



POINT 3

 RULES

CODE OF CONDUCT

OPEN COMMUNICATION AND BEHAVIOUR WITH EMPLOYEES

DIRECT AND OPEN COMMUNICATION WITH EMPLOYEES IS OF GREAT IMPORTANCE TO THE MANAGEMENT OF STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH.

ALL EMPLOYEES,

INCLUDING THOSE WORKING FROM HOME OFFICES, ARE INTEGRATED INTO THE INTERNAL COMMUNICATION PROCESS BY MEANS OF COMMUNICATION AND THUS ALSO HAVE ACCESS TO THE MOST IMPORTANT INFORMATION. FOR A GENERALLY GOOD EXCHANGE OF INFORMATION, THERE ARE OTHER POSSIBILITIES OR COMMUNICATION TOOLS: MEETINGS AND STAFF DISCUSSIONS, CIRCULARS AND PERSONAL E-MAILS TAKE PLACE MOST FREQUENTLY. IN ADDITION, COMPANY EVENTS, SUCH AS CHRISTMAS PARTIES OR SMALL BIRTHDAY CELEBRATIONS PLANNED OR ORGANISED IN ADVANCE, ARE ALSO PART OF THE STUAL GROUP'S DAILY ROUTINE.



POINT 4

RULES

CODE OF CONDUCT

QUALITY MANAGEMENT ACCORDING TO ISO 9001

STUAL DIENSTLEISTUNGSGESELLSCHAFT MBH HAS BEEN SUBJECT TO QUALITY MANAGEMENT CERTIFICATION IN ACCORDANCE WITH DIN EN ISO 9001 FOR MANY YEARS. THIS IS A GLOBALLY RECOGNISED AND APPLICABLE STANDARD WHICH DEFINES THE STANDARDS OF REQUIREMENTS FOR THE OPERATIONAL SYSTEM OF A COMPANY AND PARTICULARLY EMPHASISES THE PROCESS-ORIENTED APPROACH AND THE NEED FOR CONTINUOUS IMPROVEMENT. STUAL'S MONITORING AUDITS TAKE PLACE ANNUALLY AND THUS THE MANAGEMENT AND CONTROL OF THE COMPANY IS EXPLICITLY CHECKED AGAINST THE RESPECTIVE QUALITY STANDARDS.




POINT 5
RULES
CODE OF CONDUCT
**ACCEPTANCE OF GIFTS, DONATIONS**

THE PRESENTATION AND ACCEPTANCE OF GIFTS IS ONLY ACCEPTED BY STUAL DL GMBH WILL ONLY ACCEPT GIFTS IF NO PERSONAL ADVANTAGE CAN BE DERIVED FROM THEM.

GIFTS TO PUBLIC OFFICIALS ARE PROHIBITED ALTOGETHER. PROMOTIONAL GIFTS OR CHRISTMAS GIFTS, WHICH ARE GIVEN AS A COURTESY, ARE ALLOWED UNDER STRICT CONDITIONS.

STUAL DL GMBH IS A COMPANY WITH A STRONG SENSE OF COMMITMENT AND IS HAPPY TO SUPPORT SOCIAL AND CHARITABLE ORGANISATIONS. THE RESPECTIVE DONATIONS ARE ALWAYS MADE TRANSPARENTLY. NO DONATIONS ARE MADE TO INDIVIDUALS, POLITICAL PARTIES OR INSTITUTIONS THAT CONTRADICT OUR CORPORATE PHILOSOPHY.




POINT 6
RULES
CODE OF CONDUCT


OCCUPATIONAL SAFETY

OCCUPATIONAL SAFETY IS A COMPONENT OF OCCUPATIONAL HEALTH AND SAFETY AND APPLIES TO THE SAFETY OF EMPLOYEES AT WORK (INCLUDING THE WAY TO WORK) AS WELL AS THE MINIMISATION OF MENTAL AND PHYSICAL HAZARDS AT THE WORKPLACE. STUAL DL GMBH IS REGULARLY REPORTED FOR MAINTAINING WORK SAFETY IN THE COMPANY.




POINT 7
RULES
CODE OF CONDUCT
**IMPLEMENTATION OF THE CODE OF CONDUCT**

THE MANAGEMENT HAS THE EXEMPLARY FUNCTION AND BEARS THE MAJOR PART OF THE RESPONSIBILITY TO IMPLEMENT, RESPECTIVELY, COMPLY WITH THE CODE OF CONDUCT. IF THIS IS NOT COMPLIED WITH, THE MANAGEMENT TAKES ALL NECESSARY MEASURES TO PREVENT BREACHES OF THE RULES AND TO MEET THE VALUES AND TO COMPLY WITH THE PRINCIPLES LISTED.

