

Petrex Code of Conduct

CODE OF CONDUCT

Petrex GmbH Code of Conduct is a set of rules which is commonly written to protect the business and inform customers, suppliers and employees about the company's expectations. It can be an important part of establishing an inclusive culture – but it is not a comprehensive solution on its own. A Code of Conduct is created by the company's leaders who manifest their ethics in their attitudes and behavior. An effective implementation of a Code of Conduct must be a part of a learning process that requires training, consistent enforcement and continuous measurement improvement. The proof of effectiveness is when customers, suppliers and employees feel comfortable enough to voice concerns and believe that Petrex will respond with the appropriate action. Petrex is committed to high standards of sustainability and ethical conduct as well.

This is our concern! Actions speak louder than words.

Standards

Our suppliers and forwarders must meet high standards, all the way from production to delivery. These demanding quality requirements apply along the entire supply chain. This includes the protection of animals, our natural environment and human rights and is supported by generally accepted guidelines and audit systems.

Quality

Product responsibility is a consistent hallmark of our actions. All our actions follow the requirements resulting from our Quality Management System. We will thoroughly investigate the cause of any quality problem and take immediate action to prevent recurrence remediate.

Safety

Petrex suppliers are required to provide a safe working environment to employees and should provide employees with appropriate procedures and training. Training should be on occupational health and safety, injury and illness reporting systems, machine safeguarding, safe facilities and medical treatment and/or compensation for ill/injured workers resulting from working for the supplier. Suppliers are also required to identify, evaluate, and manage occupational health and safety hazards through a process of hazard elimination, engineering controls, and administrative controls.

Integrity

Petrex stands for honesty, openness and transparency in practices and in reporting. We require our suppliers and forwarders to observe the fundamental human rights and relevant national laws. We demand sincerity and fairness in all our business activities.

Working Age and Child Labour

Suppliers are to abide by all local employment laws related to minimum age and child labour laws. Child labour is not to be used under any circumstances. Suppliers are expected to maintain official documentation verifying each worker's date of birth and obliged to comply with all applicable child labour laws, including those related to hiring, wages, hours worked, overtime and working conditions.

Forced Labour

Forced, bonded or involuntary labour must not be utilized by suppliers. Slavery or the trafficking of persons is to be strictly prohibited by suppliers. All work done on behalf of suppliers must be on a voluntary basis.

Human Rights

Suppliers should treat all workers with respect and not to resort to punishment or any other form of physical or psychological harassment, sexual harassment and abuse, verbal abuse or the threat of any such treatment.

Working Hours and Compensation

Suppliers are required to set working hours in compliance with all applicable laws and have to pay employees in a timely manner. Compensation paid to employees must comply with applicable national wage laws and ensure an adequate standard of living.

Waste and Emissions

Suppliers are required to have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any of these activities, which have the potential to adversely impact human or environmental health should be appropriately managed, measured, controlled and treated prior to the release of any substance into the environment.

Suppliers are also required to install systems to prevent or mitigate accidental spills and/or releases into the environment.

Bribery and Corruption

We take a zero-tolerance approach to the making or receiving of bribes or corrupt payments in any form. Petrex employees will neither accept bribes nor will they offer them. We comply with all national and international laws and regulations.

Fair Competition

Suppliers should conduct business in line with fair competition and in accordance with all applicable laws concerning fair competition.

Social Responsibility

Petrex does not tolerate its suppliers to engage in any form of exploitation such as forced labor or child labor. Suppliers should participate in the social activities which can help the society and the employee as well. They should time to time check on workers, their health condition, working hours and timely payment. Therefore, Petrex chooses not to work with suppliers or customers who cannot meet these standards.

Prohibition of Discrimination

Any form of discrimination based on a person's gender, age, religion, social origin, disablement, ethnic and national origin, nationality, political conviction, sexual preference or other personal characteristics will not be tolerated.

Cooperation with Suppliers

Petrex assists its suppliers in meeting international standards. We insist our suppliers to sign our "Suppliers Code of Conduct".

Petrex GmbH



Klaus Weiland
Managing Director



Lars van Weel
Managing Director