

Compliance code of conduct



HOBERG & DRIESCH

Laws, standards and ethical behaviors

The Hoberg & Driesch Tube Group undertakes to comply with all relevant legislation in Germany and abroad. We are guided by the universal ethical values and principles, in particular integrity, anti-discrimination, righteousness and human dignity. All employees are required to follow our corporate policies and principles.

Relationship with business partners and authorities

Our contact with business partners and authorities are characterized by fairness and honesty, conflicts of interest should be avoided. Business secrets of business partners are treated confidentially by all employees.

Corruption, gifts and other benefits

We reject any form of corruption and do not tolerate it. Our employees have to avoid any personal dependence or obligation to customers or suppliers. You may not accept or make any gifts that, from a neutral standpoint, must be believed to influence business decisions. Invitations may only be pronounced or accepted as long as they are socially adequate and have no purpose in gaining an unlawful advantage. All in all, no compulsory dependencies may arise through gifts and invitations. Violations are always punishable by labor law measures.

Sponsoring and donations

Generally, the Hoberg & Driesch Tube Group does not donate to political parties, individuals, profitable organizations or organizations that do not conform to the principles of our group of companies. The nature and extent of donations to humanitarian and social institutions and projects will be made within the scope of our economic opportunities and will be decided according to objective criteria.

Competition and antitrust

The Hoberg & Driesch Tube Group is committed to fair competition and compliance with all competition and antitrust regulations. Agreements on prices or other conditions, sales territories or customers as well as a misuse of market power therefore contradict our principles.

Privacy and IT security

The protection of intellectual property and personal data as well as the security of business data and business secrets are ensured by appropriate technical security measures. A disclosure of confidential information to third parties or the public access to this data is prohibited. This applies to all employees even after the employment relationship has ended.

Health and safety

It is the task of all employees to avoid hazards to people and the environment, to minimize the impact on the environment and to use resources sparingly. Processes, facilities and equipment must comply with the applicable statutory and internal regulations on occupational safety and health, fire and environmental protection.

All employees are required to inform the compliance officer when such breaches become known. The cases and the procedures are documented and recorded after the end of the investigation in a standardized endorsement. Exceptions to compliance with the Code of Conduct require the approval of the management.

The compliance code of conduct forms the basis for the appropriateness and effectiveness of our compliance management system and should underline the importance that our employees attach to observing the rules and thus the willingness to conform to the rules.

Düsseldorf, September 2017

Hanns-Jörg Westendorf
CEO

Dr. Marcus Schubbe
CFO