

Code of Conduct

As a family-run company, J. Müller understands itself to be the region's economic motor, modern service provider, responsible employer, as well as a fair and reliable business partner. We set ourselves apart through our actions and allow ourselves to be measured against our own aims.

We work hand-in-hand—within our company as well as with our customers and suppliers. Everyone's strong identification with the company and the tasks is our potential. Our daily goal is achieving constructive solutions.

The following Code of Conduct is intended to serve our employees and managers as a guideline for making decisions and conducting business and, in case of doubt, to protect them from wrongdoing.

I. Scope

This Code of Conduct is binding for our daily activities and applies to all members of the management board, directors, authorised signatories, managers, employees, service providers and consultants.

II. Non-discrimination principle

No one may be discriminated against or given preferential treatment on the grounds of skin colour, sex, disability, ideology, culture, sexual orientation, age, religion, ethnic or social origin, nationality, appearance, marital status or political or trade union activity.

Managers set an example and are responsible for creating a positive working environment for their employees, free from discrimination and harassment.

III. Prohibition of forced and child labour

Any form of child or forced labour is prohibited. The minimum age for taking up work in our company is 15 years.

IV. Working conditions and remuneration

We ensure that—at a minimum— the applicable labour law provisions, such as those relating to working hours, wages and salaries, are observed in our employees' workplaces.

V. Industrial safety

The protection of health, safety and the prevention of harmful influences must be guaranteed.

Strict compliance with occupational health and safety regulations is mandatory for each individual.

Each and every employee is tasked with continuously improving job safety and educational standards. Managers have a particular responsibility in this regard.

VI. Environmental protection and sustainability

We act responsibly toward humans, animals and the environment. Ecology and energy efficiency are important decision-making parameters.

Together, we are responsible for our environment and must ensure the strain on natural resources caused by our daily work is as low as possible.

VII. Laws and regulations

We observe and comply with all laws and regulations in order to avoid abusing the trust placed in us by our suppliers, customers, service providers, and authorities and to avoid endangering our company.

VIII. Anti-corruption

We do not tolerate corruption, behaviour that is harmful to the company, or other unfair business practices towards employees, authorities, or third parties.

IX. Supply chain

We also expect our partners and service providers to comply with the principles set out in this Code of Conduct.

X. Data privacy

We take the protection of the personal data of our employees, customers, business partners and applicants very seriously. When processing data, we comply with the legal provisions of data protection in a binding manner.

Brake, November 2020