

Company Code

At HEDELIUS, we embody fairness, respect and social responsibility. As such, we establish the conditions for sustainable commercial success. Our Company Code encompasses the principles that apply to all employees, supervisors and members of the management team, and which we also expect from our business partners. The management expects all employees to feel personally responsible for complying with the code and to support colleagues in complying with it. The management bears the responsibility for enforcing these principles.

Human rights

We are committed to respecting international human rights, insofar as this lies within our control.

Child labour

We reject child labour within our organisation and in our business partners. We condemn all forms of exploitation and discrimination.

Forced labour

We reject all forms of forced labour in our organisation, and we expect the same from our business partners.

Integrity, values and discrimination

We uphold integrity in our dealings with others and expect the same from our business partners. We aim to establish a working environment free from discrimination and harassment based on gender, race, skin colour, religion, age, origin, disability or sexual orientation. We reject all forms of terrorism and radicalism.

Sustainable activity and environmental protection

We are committed to complying with the applicable environmental regulations and standards. Every employee shares responsibility for reducing energy and water consumption, as well as greenhouse gas emissions.

Data protection regulations

We take the protection of the personal data of employees and business partners very seriously, and we exercise a great deal of care and sensitivity when processing data relating specifically to business partners and employees. When handling personal data, we always act in accordance with the applicable data protection regulations.

Remuneration and working hours

We comply with the statutory minimum wage and recognise our employees' entitlement to appropriate remuneration.

Relationship with employees and employee representatives

We ensure our employees are able to voice their concerns to the management, and we also respect our employees' right to freedom of association.

Health and safety

We provide a safe working environment for our employees by complying with the legal regulations and company guidelines governing occupational health and safety. We take appropriate measures to prevent work-related injuries and occupational illnesses.

Employee development

We consider the professional development of our employees to be an essential investment in the future of our company. At HEDELIUS, we also greatly value the development of social and methodological skills.

Conflicts of interest, gifts and attempted bribery

We undertake to refrain from accepting or giving any gifts that could lead to a conflict of interest; in particular, we do not offer or provide bribes or any other illegal payments to government officials or other persons.

Stand: 05.03.2024