

# CODE OF CONDUCT

Jansen Group

## **1 Enterprise**

The Jansen Group and its branches are a global partner for individual solutions in the field of steel and plastic systems. The long-established company, based in Oberriet, Switzerland, is managed by the third generation and can look back on a hundred years of history.

A sustainably oriented way of doing business, which reconciles society and the environment, are principles that are firmly embedded in the corporate culture of the Jansen Group.

## **2 Preface**

With this Code of Conduct, we want to set out our basic principles and values in writing and offer our employees guidance. Our focus is not only on compliance with all applicable rules and laws, but also on nurturing the inner attitude of our employees. As a family business, we place great importance on personal and uncomplicated interaction with each other as well as on social responsibility. The Code of Conduct serves to strengthen our corporate culture and to support our employees in their daily decision-making.

**Jansen**

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[jansen.com](http://jansen.com)

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## **3 Social responsibility**

### ***3.1 Human rights and working conditions***

**We** respect human rights and strictly reject any form of child, forced and compulsory labour as well as any form of modern slavery. We treat every individual with dignity and respect, regardless of nationality, gender, religion, sexual identity, or similar characteristics. Our decisions are always in accordance with the Universal Declaration of Human Rights, and we commit to always respecting the fundamental principles of the core labour standards of the International Labour Organization (ILO).

At Jansen, we value transparency towards our employees and show consideration for them. We support the individual development of our employees and integrate them into our decision-making processes as much as possible.

### ***3.2 Interaction and equal opportunities***

**We** offer equal opportunities for all. We do not tolerate any form of abuse of power, discrimination, or harassment, whether verbal or through other inappropriate behaviour. We are committed to creating a safe and respectful work environment where every employee can feel valued and protected.

### ***3.3 Working hours and remuneration***

**We** strictly adhere to the maximum working hours stipulated by law and only require overtime to an extent that is reasonable for employees and when it is necessary.

We provide our employees with remuneration that is both appropriate to their requirements and in line with the labour market. We never use remuneration as a pressure or disciplinary measure against our employees.

### **3.4 Health and safety**

**We** prioritise the health and safety of our employees and are committed to a healthy and safe workplace for our employees. We act preventively and take the necessary measures at all workplaces to prevent accidents at work and occupational diseases.

We are continuously developing our occupational health and safety management system. This is done through regular evaluations, adjustments, and implementation of new best practices to ensure that we always meet the highest standards. In addition, we actively integrate feedback from our employees and external experts to promote an effective safety culture in our company.

Our employees are provided with appropriate personal protective equipment (PPE), in sufficient quantities and in perfect condition. Employees are involved in the selection of protective equipment. Personal protective equipment and safety equipment are regularly checked to ensure proper functioning.

## **4 Business ethics**

### **4.1 Fair competition**

**We** uphold and promote free and fair competition. We refrain from any kind of agreements with our competitors, customers or suppliers regarding pricing, market sharing, production restrictions or similar issues that aim or have the effect of restricting or distorting competition.

### **4.2 Fraud and corruption**

**We** You strictly reject any form of corruption. Bribery, whether direct or indirect, is not tolerated. Gifts and invitations will only be accepted and extended as long as they are within reasonable limits and do not aim to manipulate them.

### ***4.3 Money Laundering and Foreign Trade Law***

**We** only do business with reputable partners and carefully verify the identity of customers, business partners and other third parties. We do not want to facilitate the financing of terrorism and money laundering, which is why we only make payments directly to the accounts of the respective business partners and only allow cash payments for small amounts. Our cash flows are kept transparent and can always be allocated to a service.

### ***4.4 Conflict of interests***

**Our** decision-making is based exclusively on objective criteria, we do not allow ourselves to be influenced by personal interests and relationships. We take care to avoid conflicts between private and business matters.

### ***4.5 Communication and Publicity***

**We** prioritise precise communication in our external interactions, aiming to maintain transparency without compromising the confidentiality of our employees, customers, suppliers, or other partners. Our commitment extends to avoiding any misleading information. Additionally, we do not tolerate any offensive or insulting content, whether from our employees or our business partners.

## **5 Quality**

**We** set ourselves the highest quality standards and continuously develop our quality management in accordance with ISO 9001.

Our aim is to ensure long-term customer satisfaction by responding to the needs and requirements of our customers and providing high-quality solutions.

We are committed to continuous improvement of our quality assurance processes to ensure that our products and services always meet the highest standards. This includes regular reviews and audits to identify and eliminate potential sources of error.

## **6 Sustainability**

**We** are committed to a responsible approach to the environment and strive for resource efficiency. Our environmental and sustainability responsibilities extend from our products and locations to our services. Throughout the entire life cycle of our products, we attach great importance to sustainability and aim for continuous optimisation.

We place great importance on the eco-balance of our products and focus on achieving the lowest possible ecological footprint. We measure the environmental performance of our operations and aim for continuous improvement.

We are continuously developing our management system for environmental protection. By integrating new technologies, processes, and policies, we aim to minimise our environmental impact.

## **7 Confidentiality and data protection**

**We** protect the personal data of our employees, former employees, customers, suppliers and other partners or data subjects. We adhere to strict data protection regulations, including when collecting and processing data. We strive to minimise the collection of data and only gather information that is necessary for us.

We attach great importance to the protection of our physical and intellectual property. We respect the property of our partners and third parties, especially when it comes to technical know-how or patents.

**8 Signature**

Place, Date: Oberrhein 8.2.2024

C. Jansen

Dr. Christoph Jansen,  
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P. Jansen

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**JANSEN**

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