



Code of Conduct

General principles

SANITEX undertakes to respect all laws in effect and any other applicable regulations of the countries in which it operates. All employees and business partners are treated fairly and contracts adhered to.

Corruption

All SANITEX employees are obliged to strictly separate the interests of the company and private interests from each other. This is valid for the handling of customers, suppliers and all other institutions. All actions and purchasing decisions are carried out independent of considerations not concerning business or involving personal interests. The granting of personal benefits by SANITEX and its employees with the objective of achieving advantages for the company, oneself or third parties is not allowed.

SANITEX employees are not permitted to demand or accept personal benefits or favours of value, monetary or other, when dealing with customers, suppliers and all other institutions. This generally does not apply to presents and invitations that fall within the scope of customary business hospitality, convention and courtesy.

Forced labour

SANITEX strictly condemns any form of forced labour. Employees are under no circumstances forced to work through the use of violence or intimidation.

Child labour

SANITEX follows the regulations of the United Nations in regard to human and children's rights and undertakes to comply with the minimum legal age for admission to employment.

Human rights

SANITEX explicitly respects and supports compliance with the internationally recognised human rights.

Discrimination

SANITEX undertakes to prevent and inhibit any form of discrimination based on the applicable legal situation. This includes, in particular, discrimination on grounds of gender, race, disability, ethnic or cultural origin, religion or ideology, age or sexual orientation.

Health protection

SANITEX adheres to all applicable occupational safety and health protection requirements according to national laws and provisions.

Collective bargaining

SANITEX respects the right of the employees to organise themselves within the applicable rights and laws.

Environment protection

SANITEX considers it important to balance the interests of business, applicable regulations and medical demands with the needs of environmental and climate protection to the greatest possible extent. We support environmentally conscious actions of our personnel.

Trade secrets

SANITEX obligates its employees to observe and keep trade secrets. Confidential information as well as confidential documents may not be disclosed to third parties, nor may third parties be allowed to gain knowledge thereof in any other manner, unless proper authorisation has been granted or it concerns publicly available information.