



Code of conduct

HERR GMBH is striving for innovation and excellent execution, as well as for sustainability. Our biggest assets are the employees and the people we work with. For all internal as well as external activities we embrace our core values which especially focus on responsibility, mindfulness, excellence and perseverance. We contribute to make the world a better place, both with our products and by the work with our customers, suppliers and business partners.

Labor conditions & business practices:

We prohibit the use of child labor, the use of forced or bonded labor and discrimination at work for HERR GMBH and our partners.

We disapprove and prohibit harassment and abuse at HERR GMBH's and our partners. We offer the best working conditions possible to our employees with a strong focus on health and ergonomics.

We respect the rights of all our employees to enjoy their personal and family lives, to further develop themselves and to have sufficient free time.

We provide every employee with ample room for creativity, personal and professional advancement, and mastery, autonomy and purpose in their daily work. We foster a culture of appropriate and fair wages and benefits for all our employees.

We work with partners that are world-class professionals and deliver excellent performance and build on personal relationships.

We respect our business partners and focus on developing long-term collaboration with mutual benefits.

We act professionally and predictably towards our business partners.

We strictly avoid any kind of information disclosure in all business areas and assure concealment of information for all our partners as well as we protect all intellectual property of HERR GmbH and our partners in case of knowledge transfer is needed for product development.

Contribution:

We contribute to the economic and social development of the regions in which we do business and offer high skilled job opportunities in those regions.

We support local communities, voluntary establishments, destitute people and all projects we decide to be in need of help.

We pay our employees a fair market wage appropriate to the regions in which we operate.

Legal Compliance, privacy & data security:

We assure to be compliant to all relevant local, national and international legislations and standards.

We bring and keep fundamental legal knowledge in house and use state of the art technology to support these knowledge carriers to fulfill our compliance goals.

We recognize privacy as a fundamental human right.

We preserve our customers' ability to control their data and make informed choices to protect their privacy.

We are transparent about data collection and the usage of data according to the EU regulation 2016/679 – General Data Protection Regulation, so partners can be sure that their data will be handled strictly confi-dential during and after partnership with HERR GMBH.

Environment & resource responsibility

We set high standards for our suppliers and collaborate with them to positively impact their workers, the communities in which they operate, and their own business.

We treat all of Creation in an ecologically sustainable manner, while conserving our natural resources.

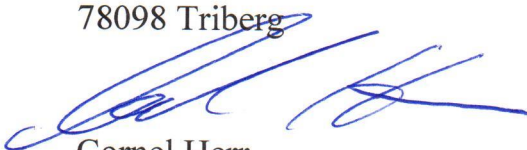
We live in an economically sustainable manner with a focus on benefiting future generations.

We operate processes to assure a complete material transparency for our products and completely prohi-bit or replace any dangerous or hazardous substance.

We operate and continuously improve our management system according to ISO 9001:2015.

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Triberg, 01.02.2021



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