

Code of Conduct for suppliers and business partners

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admixx gmbh is one of the leading suppliers of promotional products and merchandising articles in Germany. Our company strives to offer our customers products that meet the highest quality standards and at the same time fulfil the principles of legality, ethics and sustainability. For this reason, the companies admixx gmbh in Ottobrunn and Mühlacker have committed themselves to a Code of Conduct that is binding for all employees. We also expect our business partners to comply with these principles and require them to observe all applicable laws, rules and regulations in the countries in which they operate, including international laws.

As part of this commitment, admixx and its business partners undertake to comply with the following principles:

Ecological responsibility

Environmental and climate protection

Take appropriate measures to prevent, mitigate and remedy negative impacts on surrounding communities, natural resources, the climate and the environment as a whole. Our business partners are encouraged to promote the development of climate-friendly products, processes and procedures both within their own organisation and at their suppliers.

Consumption of resources and energy

Continuously improving the efficiency of resource utilisation is an important part of management and operational leadership. Waste of any kind and all emissions into the air, water or soil should be avoided as a matter of principle. Emissions that cannot be avoided should be reduced through appropriate measures.

Ensuring quality of life and product safety

Business partners of admixx ensure safe and environmentally friendly development, production, transport and disposal of all their products. In doing so, they avoid or reduce all impacts with negative effects on human health and/or on the environment and climate.

Waste and wastewater management

admixx's business partners ensure that all waste and wastewater is disposed of or discharged in a safe and environmentally friendly manner in accordance with the relevant regulations.



Social responsibility

Appropriate compensation

admixx commits itself and its business partners to pay all employees fair and reasonable wages that meet or exceed local minimum wage requirements to ensure a living wage.

admixx is actively committed to eliminating gender pay gaps and ensuring that women and men are paid equally for work of equal value.

Health and safety

Our company ensures a healthy and safe working environment, identifies potential and actual risks to the health and safety of employees and takes all necessary measures to eliminate and mitigate these risks.

Employee involvement and protection

Our company ensures the participation and protection of employees by informing all employees of their rights and obligations under the Code of Conduct..

Special protection for young employees

Our company offers young employees special protection from working conditions that affect their health, safety, morale and development.

No discrimination, violence or harassment

Our company treats all employees with respect and dignity and ensures that employees are not subjected to any form of violence, harassment or inhuman or degrading treatment in the workplace. admixx is committed to not discriminating on the basis of gender, ethnicity, religion, sexual orientation or other personal characteristics.

No child labour

Our company does not directly or indirectly employ workers under the legal minimum age.

No debt bondage, forced labour or human trafficking

Our company does not participate, directly or through business partners, in any form of slavery, forced labour, bonded labour, indentured labour, labour exploitation or involuntary labour, including state-imposed forced labour.

Social management system and cascade effect

Our company promotes the principles of the Code of Conduct in all departments and fully integrates them into our system.

Freedom of association and the right to collective bargaining

Our company respects the right of employees to form and join trade unions and to bargain collectively.

Reasonable working hours

Our company complies with the provisions of the Working Hours Act and is guided by international references for special exceptions.

Ethical business behaviour

Appreciation

Our company is committed to a culture of appreciation based on respect, recognition and fair treatment of all employees, customers, suppliers and stakeholders. We believe that appreciation forms the basis for a positive and productive working environment and is crucial to the long-term success of our company.

Anti-corruption

Our company does not engage in corruption, extortion, embezzlement or any form of bribery. Both accepting and giving bribes, other payments and gifts that are not socially acceptable is prohibited.

Data protection

Our company is committed to complying with all relevant laws, guidelines and regulations relating to data protection and to training and obliging employees to do the same.

Due diligence in the supply chain

We expect our business partners to address and pass on legally binding requirements relating to human rights and environmental impacts in their supply chain and in particular to their direct suppliers and to carry out audits.

Handling of confidential information

For admixx gmbh, fair and trusting dealings with customers, suppliers and business partners include maintaining confidentiality about confidential information.

Copyright

The business partners of admixx gmbh ensure compliance with copyright law and maintain confidentiality regarding the intellectual property of their own employees and business partners.



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Compliance with this Code of Conduct

admixx expects its business partners to implement the principles and standards of this Code within the company and to work towards implementation by the companies they commission. In addition, our business partners must take appropriate measures to ensure compliance with these requirements by their own business partners and in their supply chain.

In the interests of a trusting and legally compliant business relationship, we expect our business partners to actively endeavour to comply with this Code.