

CODE OF CONDUCT

GIESELMANN INDUSTRIEVERPACKUNGEN GMBH

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Code of Conduct

Foreword by the Management

Values such as reliability, responsibility, and integrity have always been the foundation of Gieselmann Industrieverpackungen GmbH. As a company based in Jüchen, we are conscious of our role in society and towards our partners. This Code of Conduct is more than just a set of rules – it is our shared promise to act ethically and to shape our future sustainably.

Nicole Gieselmann





1. Scope of Application

This Code of Conduct applies to Gieselmann Industrieverpackungen GmbH and all our employees, regardless of their position or type of contract.

2. Law and Legislation

We strictly comply with the applicable laws and regulations of the Federal Republic of Germany in their currently valid versions. Legal compliance is the indispensable basis of our economic activity.

3. Corporate Citizenship

We promote civic engagement and contribute positive activities to the communities in which we operate. We view ourselves as a responsible part of society.

4. Human Rights and Supply Chain (LkSG)

We are committed to respecting internationally recognized human rights. We strictly reject any form of forced labor, debt bondage, or child labor. Persons under the age of 18 will not be assigned dangerous work, unless this occurs within the framework of legally permitted vocational training. In accordance with the principles of the German Supply Chain Due Diligence Act (LkSG), we also expect our business partners and suppliers to adhere to these standards throughout the entire value chain and to actively prevent human rights violations and environmental misconduct.

5. Integrity and Anti-Corruption

We align our actions with ethical values such as integrity, respect, and openness. We consistently reject corruption and bribery.

Employees may not demand, accept, or grant personal advantages in connection with their work.

This applies to financial benefits as well as gifts or invitations that could call professional objectivity into question. We provide our employees with clear value limits and criteria to ensure certainty in their actions.



6. Discrimination and Harassment

We do not tolerate any form of physical, sexual, or verbal harassment. Every person is respected as an individual. Our interaction is characterized by appreciation and fairness – regardless of age, disability, ethnic origin, gender, religion, worldview, or sexual identity. Our executives have a particular responsibility to lead by example.

7. Working Conditions and Remuneration

We guarantee fair remuneration that corresponds at least to legal or collective bargaining requirements. Our working hours comply with applicable laws. We take all necessary measures to protect and continuously improve the safety and health of our employees at the workplace.

8. Freedom of Assembly

We respect the legal right of our employees to freedom of assembly and collective bargaining.

9. Environmental Protection

We rely on environmentally friendly practices and work continuously on their improvement. We handle natural resources responsibly and comply with all relevant environmental and climate protection standards.

10. Product Safety and Quality

We exclusively manufacture products that meet all legal requirements regarding quality and safety. The protection of our customers and end-users is our top priority.

11. Fair Competition and Accounting

We are committed to fair competition and do not enter into illegal price-fixing agreements with competitors. Our accounting is complete, truthful, and in accordance with the principles of proper bookkeeping (GoB).



12. Data Protection and Confidentiality

We protect personal data in accordance with legal requirements and are committed to the principle of data minimization. We handle confidential information with the utmost care and only disclose it when there is a legal obligation to do so.

13. Grievance Management

We have established a grievance management system that is accessible to all employees and third parties. Reports are treated confidentially; effective protection against disadvantage for whistleblowers is guaranteed.

14. Implementation

Compliance with this Code is the responsibility of every individual. Our executives are obliged to inform their teams about the contents and to actively support them in their implementation.

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