

BGP Code of Conduct

BGP Blazevic internal guidelines and regulations for action in everyday business (corporate culture).

Action orientation for legally and ethically correct behavior

Code of conduct for social, ethical and ecological aspects

Most of the codes of conduct address the desired behavior towards each other, towards managers and towards third parties such as business partners, suppliers and the public.

e.g. behavior among each other

BGP Blazevic's internal Code of Conduct and Honor is intended as an orientation framework and addresses, among other things, the special requirements for behavior with integrity.

This is intended to reflect the company's understanding of values.

Managers in particular are seen as role models for the behavioral requirements.

Misconduct and violations of this Code of Conduct are sanctioned. Anyone who points out violations should be free from fear of negative consequences. Hereby we would like to create a climate and a corporate culture that supports these honorable guidelines and intentions.

The focus is on the following areas:

- Leadership and social interaction among colleagues and superiors
- Dealing with third parties (business partners, suppliers, the public)
- Dealing with gifts and invitations
- Allocation of donations and decisions on sponsoring
- Dealing with information (business secrets and sensitive data)
- Business activities in a global context (human rights, labor and social standards)
- Prohibition of discrimination (General Equal Treatment Act AGG)
- Responsibility towards nature (environmental protection, consumption of resources)
- Requirements for working conditions/health protection

We are committed to complying with international agreements and follow the guidelines of international organizations:

- Principles of the United Nations (UN) Universal Declaration of Human Rights.
- United Nations Global Compact (Code of Conduct for a Globalized Economy)
- OECD Guidelines for Multinational Enterprises
- Core labor standards of the International Labor Organization (ILO)
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination against Women
- §299StGB Corruption and bribery in business transactions
- IT security (secure passwords, SPAM and phishing mails)

We commit ourselves to observe and actively implement the following principles:

We respect and honor all people nationally and internationally regardless of their origin, denomination, worldview and orientation.

Social responsibility is a matter of the heart and a mission for us.

We stand up for justice, solidarity and against poverty and exclusion.

- Human rights (according to the Universal Declaration of Human Rights):
Protection of human rights, no complicity in human rights violations.
- Labor (in accordance with ILO principles): Protect freedom of association, abolish forced labor, child labor and discrimination.
- Environment: support ecological and responsible action, promote environmentally friendly technologies
- Anti-corruption: avoid corruption in all forms, including extortion and bribery

