

# Code of Ethics



**Uniquely customized.  
Uniquely economical.**



# *Code of Ethics*

SN Maschinenbau GmbH sees their employees as the most important value and the highest asset of our company.

**W**e represent the international human laws of the United Nations and abide to the national and international laws which apply to us. We treat all humans equally. Employees have the possibility to deepen their qualifications both professionally and personally. SN Maschinenbau GmbH has a platform to promote the performance and education of our employees. We work on continual improvement of the working conditions and motivate our employees to participate in prevention- and health actions, to preserve and improve the health, performance and satisfaction of our employees.

Every employee ensures the success of our company SN Maschinenbau GmbH. He or she is aware of the consequences of their actions and treats clients, colleagues and superiors impeccably.

If subcontractors are used, the same conditions apply to them as to us at SN Maschinenbau GmbH.

The superior is responsible for their employees and has a role model function to fulfil. The superior sets with his or her behavior standards and trusts his employees and gives them clear, realistic but ambitious goals. When problems occur the superior attends the employee, but also leaves him enough personal responsibility and scope for development as possible.

Every employee is required to report irregularities in the company and can trust that this will not have any negative consequences for them.

The basis for a good and trusting collaboration is an open flow of information and mutual support.

# *Equality*

**T**he SN Maschinenbau GmbH does not discriminate because of origin, nationality, sex, age, disability, religion or sexual orientation. Such behavior will not be endured in our company. If wrong behavior is seen or experienced, it has to be reported. Employees are hired and supported because of their qualification and ability. The compensation and benefits which are paid oblige the defined wages of the national law or are higher than those. We acknowledge the formation of trade unions. Every employee has the right to join a trade union cooperation or participate in such a coalition.

# *Health and Safety*

**W**e keep all our buildings and the interior parts up to the newest health and safety standards. SN Maschinenbau GmbH features its own fire safety officer and in every department there are first-aiders. For better identification, first-aiders based in all production facilities carry a green cross sticker on the left arm of their work clothes, supplied by SN Maschinenbau GmbH. Every two years all first-aiders receive a refresher course.

All materials, which are a hazard to health and environment, are listed, managed, stored and destroyed as the legal regulations demand. All machinery is handled by certified and trained personnel. If necessary, employees are supplied with suitable safety equipment. All employees are supervised to wear their safety equipment when necessary. The company safety officers take care, that all employees adhere to the applicable rules and regulations.

# *Anti-Corruption-Codex*

**F**or a successful and lasting competitive ability SN Maschinenbau GmbH does not participate in corruption or bribery. No employee is allowed to gain personal advantages through business deals (i.e. money, material assets, services), nor is he allowed to gain a business advantage by any of these. In case of suspicion or unclear circumstances the employee shall reach to his or her superior, to analyze the situation and decide on further steps. Furthermore, SN Maschinenbau GmbH obligates itself to not have agreements with competitors. Therefor we support an equal competition under the compliance of competition and antitrust law.

# *Environment- Protection-System*

**S**N Maschinenbau GmbH obliges to the national and international laws of waste and environment protection. We separate waste. Not only do we take care that no liquid or material reach the environment, but also do we dispose it in an appropriate and suitable manner. Our energy supply is to some extent out of renewable energy sources. All our employees are encouraged to save power, print little and use the resources optimally, to preserve our environment.

