Code of Conduct

apra-group

Foreword

From the Code of Conduct (CoC) of the VDB

“The ongoing globalization of business activities and global competition increasingly dominate economic and political discussions. They imply a continued integration of national economic areas through increased international trade and the cross-border exchange of capital, labor, and knowledge.
Against this background, the anchoring of ethical conduct in business practices and the assumption of corporate social responsibility are gaining importance for companies. Many companies therefore rightly feel compelled to demand the integration of ethics in business dealings and the fulfillment of social responsibility from their suppliers and business partners as well.
As a result, these suppliers and business partners are confronted with a wide variety of different requirements for implementing social responsibility and ethics in business transactions.”

Scope

The apra group’s commitment to conducting all business in an ethical and legally compliant manner is inseparably linked to how we behave in our daily work. We respond to this international challenge with our own Code of Conduct, which follows the principles of the United Nations Global Compact.

The principles laid down in this Code of Conduct apply to all employees of the individual companies of the apra group:

- apra-norm Elektromechanik GmbH
- apra-plast Kunststoffgehäuse-Systeme GmbH
- apra-gerätebau GmbH
- apra-norm s.n.c.
- apra-optinet Sp.z.o.o.

Likewise, these principles apply to our cooperation with customers, suppliers, and other business partners. Mutual acceptance, compliance, and promotion of these principles form the foundation for a trusting and successful business relationship.

Principles

1. INTEGRITY AND CORPORATE GOVERNANCE

At apra, we take responsibility by considering the consequences of our business decisions and actions from economic, technological, social, and environmental perspectives. We adhere to universally accepted ethical values and principles, particularly integrity, honesty, and respect for human dignity.

2. CORRUPTION AND BRIBERY

We refrain from all illegal activities such as corruption, bribery, or illicit payments. We commit to transparency when giving or receiving gifts and hospitality, ensuring compliance with company policies, industry standards, and applicable laws.

3. HUMAN RIGHTS

We uphold and protect human rights as an integral part of our corporate culture and categorically reject child labor and forced labor. We do not engage in business relationships with companies that do not respect these principles.

4. WORKERS' RIGHTS AND NON-DISCRIMINATION

We interact with one another respectfully and with mutual trust. Applicable regulations concerning compensation and working hours are observed. We provide a workplace free from discrimination, harassment, or bullying.
We respect our employees' rights to freedom of association and assembly as well as collective bargaining. We promote diversity and equal opportunities regardless of gender, origin, religion, age, disability, or sexual orientation.

5. SOCIAL RESPONSIBILITY AND ENVIRONMENTAL PROTECTION

We consider environmental protection, health, and occupational safety to be essential elements of our social responsibility. We develop and produce safe products and services for our customers. Within our capabilities, we contribute to the sustainable development of society at our locations.

6. COMPLIANCE WITH APPLICABLE LAW

We comply with applicable laws at the local, national, and international levels and maintain proper relations with governmental and supervisory authorities. We commit to complying with antitrust and competition laws.

7. SUPPLY CHAIN DUE DILIGENCE & SUSTAINABILITY

Although we do not fall under the legal threshold of the German Supply Chain Due Diligence Act (LkSG), we voluntarily commit to implementing the principles of this legislation. This applies particularly to our strategically important business partners (A-customers) and suppliers.
We conduct regular risk analyses, promote transparency within the supply chain, and expect our partners to comply with comparable standards.

8. COMPANY PROPERTY AND DOCUMENTATION

We use company IT systems solely for fulfilling our duties and protect them against misuse. We safeguard confidential information regarding companies, employees, business partners, products, services, and other sensitive data against unauthorized disclosure.
We comply with the General Data Protection Regulation (GDPR) and protect personal data as well as confidential business information. Cybersecurity measures are mandatory.

9. DIGITAL ETHICS & USE OF ARTIFICIAL INTELLIGENCE

We commit to the responsible use of digital technologies and artificial intelligence, ensuring transparency and fairness.

10. IMPLEMENTATION AND MONITORING

We take appropriate and adequate measures to continuously implement the principles of this Code of Conduct. We communicate openly and in a dialogue-oriented manner with employees, customers, suppliers, and other stakeholders. Reports of violations can be submitted confidentially.

We support the principles of the Global Compact by preferably working with suppliers who sign our Code of Conduct or possess their own CoC.

IMPRINT:

Publisher:

The companies of the apra group

apra-norm Elektromechanik GmbH, Bei der untersten Mühle 5, D-54552 Mehren
apra-plast Kunststoffgehäuse-Systeme GmbH, Hamsterweg 9, D-54550 Daun
apra-gerätebau GmbH, Südstraße 15, D-09221 Neukirchen
apra-norm s.n.c., 4, rue Clément Ader, F-67500 Haguenau
apra-optinet Sp.z.o.o., ul. Cygana 4a, PL-45-131 Opole

Content responsibility:

Sabine Rademacher-Anschütz

Contact:

compliance@apra.de

References:

VDB CoC brochure
UN Global Compact Principles