



Code of conduct

of Reker-Nuts Handels GmbH

Preamble

1. This code outlines and defines the central values of Reker-Nuts Handels GmbH. This code of conduct serves to direct the business practices of Reker-Nuts Handels GmbH, including all of its relevant bodies and employees.
2. This code of conduct applies to the internal practices of the employees and bodies of Reker-Nuts Handels GmbH as well any relationships with third parties

I.

Compliance in regards to business practices

1. Reker-Nuts Handels GmbH including its employees and bodies recognises and pledges itself to business practices that conform to the law as well as basic principles and laws.
2. Reker-Nuts Handels GmbH also expects from third parties, in particular its contractual partners, that all applicable law, as well as basic principles are observed and that in all business activities these considerations are taken into account.

II.

Basic values and principles

1. In addition to the already applicable legal regulations and any other relevant directive, the following basic values are essential for the business practices of Reker-Nuts Handels GmbH including its bodies and employees.
2. Every business practice is to be done in accordance with human rights, as well as basic human dignity. Any additional basic rights and values are also to be considered. Specifically this applies to the prevention of inhumane working conditions, child labour and forced labour. Furthermore the principles of reasonable working hours, non-discrimination, freedom of association and reasonable pay shall all be respected.



III.

Guideline to business practices

1. In addition to current law (I.) as well as basic principles of individual and collective rights (II.), the business practices of Reker-Nuts Handels GmbH (its employees and bodies included) shall observe the following principles.

2. All business practices of the employees and bodies of Reker-Nuts Handels GmbH shall fall within the framework of applicable law and the aforementioned principles shall align with the business interests of Reker-Nuts Handels GmbH. Conflicts of interest are to be avoided, if this not possible or they appear notwithstanding, then according to the current law and the basic principle of transparency as well as this code of conduct the circumstance shall be made transparent and dealt with accordingly.

3. Reker-Nuts Handels GmbH including its employees and bodies respects that other organisations make business decisions in the framework of the applicable laws and other directives that are in the interest of the respective business, it will therefore not unlawfully exploit or cause any conflicts of interest for any third party.

4. The commitment to avoid the causing or exploitation of conflicts of interest for third parties also applies in respect to those in state office positions.

5. Reker-Nuts Handels GmbH including its relevant bodies and employees will not take part in acts of corruption, neither in commercial dealings nor with public officials and will not tolerate any acts of corruption. Notably Reker-Nuts Handels GmbH and its relevant bodies and employees included will in no case grant or allow the granting of personal benefits to any state officials or businesses. Equally Reker-Nuts Handels GmbH including its relevant bodies and employees will not accept any illegal gains or any promise of illegal gains from a third party.

6. Reker-Nuts Handels GmbH including its relevant bodies and employees recognises the principle of a free market and will not take part in any improper agreements that limit the principle of a free market, in addition to this Reker-Nuts Handels GmbH will not abuse its market position in any illegal manner.



IV.

Commercial integrity

1. The Reker-Nuts Handels GmbH including its relevant bodies and employees will conduct themselves beyond the framework of this code of conduct in compliance with statutory regulations and with fairness and integrity.
2. The same values are expected and presumed of all contract and commercial partners of Reker-Nuts Handels GmbH including their employees and relevant bodies.

V.

Notices

Information on non-compliance with this code of conduct can be sent by employees and third parties directly to the management of the Reker-Nuts Handels GmbH at any time. Notices will be treated confidentially upon request.

Reker-Nuts Handels GmbH

Rietberg, 01.09.2020