Child Labour and Human Trafficking

PRINCIPLE 4: Ensuring Fair Labour Conditions

The ABLE GROUP is committed to ensure that its suppliers do not tolerate any kind of child labour or human trafficking within their companies. We expect that our suppliers do not let young employees carry out dangerous work, that they observe the national employment regulations of minors and that they do not hinder children’s education due to their employment.

PRINCIPLE 6: Compliance of Occupational Health and Safety

The ABLE GROUP complies with the applicable national legislation on occupational health and safety. We expect that our employees are provided with a healthy and safe workplace and that they are protected against health risks and accidents. All applicable legal framework conditions for health protection and work safety are observed.

PRINCIPLE 7: Observation of Environmental Protection

Environmental protection is a key concern of the ABLE GROUP, therefore we focus on ensuring that environmental risks and negative impacts on the environment are minimized as far as possible through precautionary measures. These include in particular:

- reduction of energy consumption and greenhouse gas emissions
- keeping the air clean and thus improving air quality
- management of natural resources
- avoidance of waste
- preservation of water quality and the economical use of water
- responsible chemicals management.

The ABLE GROUP is committed to ensure that its suppliers do not let young employees carry out dangerous work, that they observe the national employment regulations of minors and that they do not hinder children’s education due to their employment.

The ABLE GROUP respects the right of its employees to negotiate and conclude operational agreements or collective contracts at an appropriate level.

Our suppliers must also respect their employees’ rights to freedom of association and collective bargaining.

PRINCIPLE 3: Ensuring Fair Labour Conditions

The ABLE GROUP pays attention to fair working conditions for all employees in all associated companies. This includes compliance with the relevant national regulations governing working hours as well as the right to appropriate remuneration, which should at least conform to the respective minimum wage or the applicable collectively agreed wage. Similarly, all nationally prescribed social benefits are paid or deducted.

Furthermore, the ABLE GROUP ensures that the processing of personal data complies with the currently valid data protection requirements. The ABLE GROUP ensures that the processing of personal data is compliant with the applicable national and international data protection regulations as well as customs and export regulations are respected. In this context, we pay particular attention to international legal requirements rendered by the control and export restriction of security-related services and goods.

The ABLE GROUP approves the use of collective bargaining within its companies. Furthermore, the ABLE GROUP demands that its suppliers do not let young employees carry out dangerous work, that they observe the national employment regulations of minors and that they do not hinder children’s education due to their employment.

PRINCIPLE 8: Combating all Forms of Corruption

The ABLE GROUP approves the use of collective bargaining within its companies. Furthermore, the ABLE GROUP demands that its suppliers do not let young employees carry out dangerous work, that they observe the national employment regulations of minors and that they do not hinder children’s education due to their employment.

Conflicts of interest must be avoided. If a personal interest or conflict of interest exists, this must be disclosed. No disadvantages will be incurred by the person concerned disclosing such risks.

We also expect our suppliers to take action against all forms of corruption and not be involved in unfair competition. Our suppliers may either bribe or blackmail third parties, nor accept bribes themselves. They must not participate in price rigging with competitors or other agreements of a similar nature.

PRINCIPLE 9: Protection of Intellectual Property and Prevention of the Placing on the Market of Counterfeit Parts

The ABLE GROUP protects the intellectual property of customers and employees through appropriate technical and organizational measures.

Internal regulations prevent counterfeit parts from being put into circulation. These regulations must also be guaranteed by suppliers.

PRINCIPLE 50: Compliance with the Requirements of Data Protection and Information Security

This Code of Conduct defines the minimum standards recognized by all companies within the ABLE GROUP and to which all ABLE GROUP suppliers are expected to adhere. We regard the definition and implementation of this Code of Conduct to be integral part of our socially and ecologically responsible corporate governance. It is also an opportunity for us to support the sustainable development of our company in the long term. It is therefore our concern to continuously improve the implementation of the standards set out in our daily work.

All companies of ABLE GROUP and their suppliers are aware of their corporate ethical responsibility and actively comply with all legal disclosure requirements for corporate accounting. The traceability of all asset-relevant processes and business transactions is ensured by the factually correct and chronological allocation of the records.

It is understood that in all activities, national legislation, rules and regulations as well as customs and export regulations are respected. In this context, we pay particular attention to international legal requirements rendered by the control and export restriction of security-related services and goods.

This applies both to the employees of ABLE GROUP and to all suppliers and their subcontractors, if suppliers engage sub-suppliers, they are responsible for ensuring that all sub-suppliers also meet the requirements. The supplier must communicate these standards in an appropriate form to its sub-suppliers and ensure compliance with the standards.

COMPLIANCE WITH THE ABLE GROUP CODE OF CONDUCT

The ABLE GROUP reserves the right to check compliance with the standards defined here in an appropriate manner, for example through audits, and to adapt the standards if necessary.

We take consequent action in case of legal violations or non-compliance of the standards set here. This includes taking measures under labour law and the termination of business relationships.

CONTACT

If you have any questions regarding the topic of Sustainability and the Code of Conduct please feel free to contact the Corporate Social Responsibility Officer at all times at CSR@able-group.de.

Indications of possible violations of laws or the Code of Conduct can be reported to the CSR Officer via the company-independent email address csr-able@outlook.com.

All information will be treated confidentially.