

The art of mixture.



MIAVIT Code of Conduct



CARE & RESPONSIBILITY

In a world of constant change, it is important for us to stand up for MIAVIT's values and standards. Through this Code of Conduct, we would also like to make a promise to our business partners and customers to endeavour to achieve a responsible coexistence designed with people in mind and a community. This is why we require our suppliers and any subcontractors they use to ensure that the following rules of conduct are implemented.

L. Middendorf

Lukas Middendorf
Managing director

Stefan Niemeyer

Stefan Niemeyer
Managing director



*We stand for MIAVIT's
values and standards.*



OUR VALUES



SOLIDARITY



RESPECT



BELONGING



EXPERTISE



COMMITMENT



TRANSPARENCY



RELIABILITY



INNOVATION

OUR RESPONSIBILITY

SOCIAL RESPONSIBILITY

- Creating jobs
- Sharing ethical values
- Improving animal welfare
- More efficient use of resources

ENVIRONMENTAL RESPONSIBILITY

- Healthy diet
- Ecological balance
- Human health

MORE RESPECTFUL & FRIENDLIER INTERACTION WITH EACH OTHER

At MIAVIT, an owner-managed family business, we value respectful and friendly interaction with each other.

That is why we say NO to discrimination in the workplace, especially with regard to skin colour, gender, age, disability, religion, origin or sexual orientation.

These characteristics must not be recruitment criteria. That's why we say YES to skills, qualifications and respectful treatment of one another!

Diversity is not an alien concept to us!

"Injustice anywhere is a threat to justice everywhere."

Martin Luther King

FAIRNESS

Just as Martin Luther king drew attention to justice back then, we also want to be mindful of the rights of every individual.

We support the formation of interest groups and we comply with the legal rules and regulations, plus we expect the same from our suppliers.

Therefore, respectful and fair treatment of staff must be ensured and the personal rights of each individual must be respected.



WORKING TIME AND WAGES



As a family-run company, it is particularly important to us that all employees are treated with respect. This also means looking out for employees and complying with legal regulations.

All members of staff must show consideration for each other and supervisors must ensure compliance with rest breaks. Employees should work no more than the national statutory working hours. Anything beyond this will not be tolerated by MIAVIT.

Likewise, it must be ensured that the employee receives a fair wage based on their working hours, which at least corresponds to the statutory regulations, at regular intervals.

We condemn any form of non-voluntary work or any other form of oppression!

Likewise, compliance with the prohibition of child labour (defined by the ILO Convention) as well as the restriction of the employment of young people in accordance with the international SA8000 standard must be ensured throughout the supply chain.

SAFETY AND WELLBEING IN THE WORKPLACE

We want employees to feel comfortable at work and, accordingly, to enjoy coming to work. Therefore, we want to provide staff with a safe and healthy environment at work.

Protective measures shall be taken at all times to counteract the risks of accidents or health hazards through appropriate safety standards in the provision and maintenance of the workplace, workstation and work equipment.

Thus, suitable work organisation and sufficient instruction for staff are indispensable elements.

When a workplace is safe, employees feel comfortable too.

Recognition with regard to the work carried out by each individual is of central importance.

ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

We also strive for continuous improvement in environmental compatibility, known as sustainability.

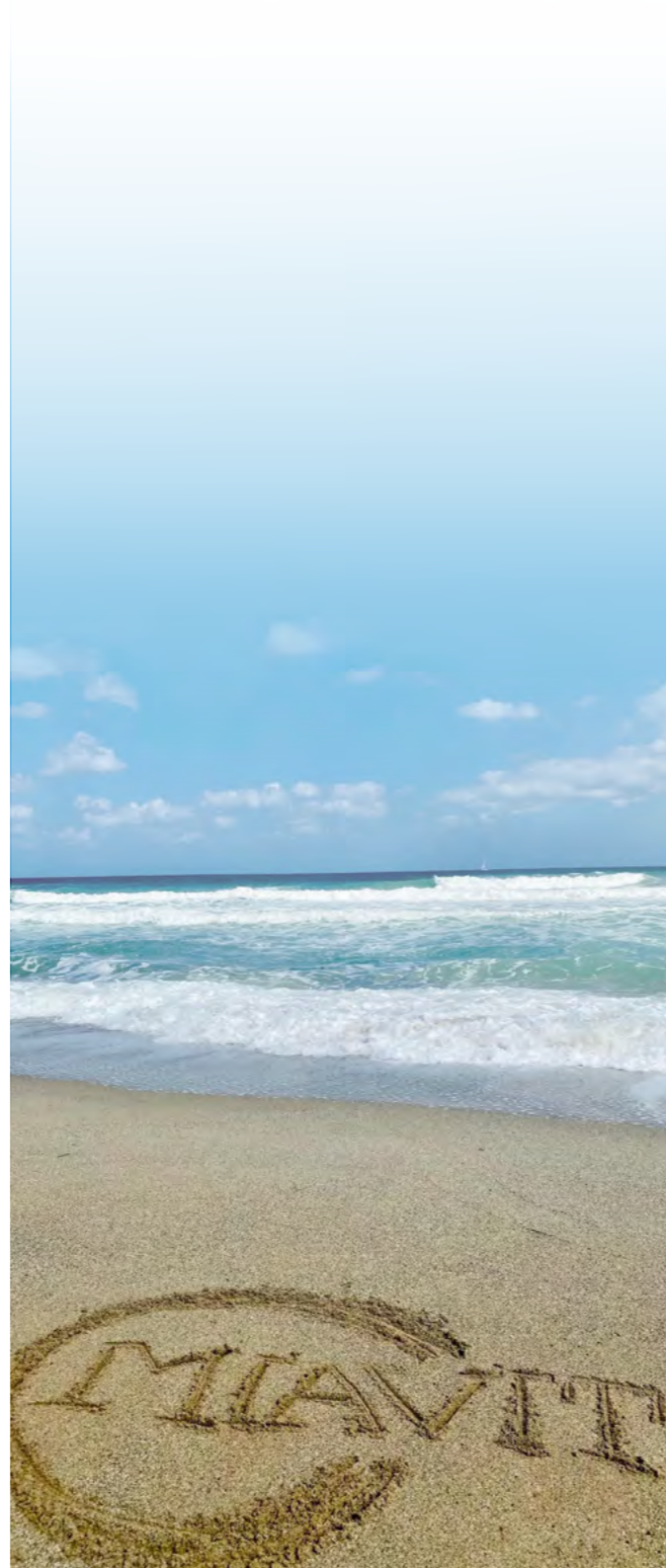
Therefore, the entire value chain is encouraged to make an active contribution to the responsible use of natural resources and environmental protection through their work. This includes:

- the economical use of raw materials
- the efficient use of energy and water
- the prevention of water and air pollution

However, this also includes strict compliance with the applicable environmental protection regulations, in particular the environmental and safety regulations

- regarding the handling, collection, storage and disposal of waste,
- on handling chemicals or other hazardous materials or substances.

Environmental resources should be conserved at all times!



BUSINESS RELATIONSHIPS

In a business relationship, it is essential to ensure fairness. Thus, the principles of fair competition are a prerequisite of business and illegal collusion is not permitted.

This also means that we, at MIAVIT, want to ensure that legal representatives or members of staff are prohibited from conducting business or accepting benefits on the basis of inappropriate promises or offers of benefits. It is precisely this corruption or criminal and unethical influence that must be actively and consistently countered.

Implementation

The implementation of the above points must be ensured through appropriate measures in the respective business processes. If a significant change in the situation is to be expected, appropriate analyses should be carried out. If the analysis identifies a risk where the principles of conduct may be violated, precautions must be taken. If a violation of the above points is identified in the company's own business unit or at a direct supplier, appropriate remedial measures must be initiated immediately.

An internal system for reporting breaches must be established. Therefore, staff members who report such matters must not be disciplined or disadvantaged. Compliance with the principles of conduct can be checked by making an appointment.

Only a fair business relationship is a good business relationship.



MAIN SPONSOR SINCE 1992



MIAVIT

Version 02/2022 - en

MIAVIT GmbH

Robert-Bosch-Straße 3 · 49632 Essen (Oldb.) · Germany

Tel. +49 5434 820 · info@miavit.de · www.miavit.com