

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 expect our suppliers and any subcontractors they may employ to comply with the provisions of the Code of Conduct of MIAVIT Stefan Niemeyer GmbH and its subsidiaries (hereinafter MIAVIT).

*L. Middendorf*      *Stefan Niemeyer*

Lukas Middendorf  
Managing director

Stefan Niemeyer  
Managing director



*We stand up for the values  
and standards of MIAVIT.*





# OUR VALUES



IDENTIFICATION



TRANSPARENCY



COHESION



RESPECT



OBLIGATION



INNOVATION



KOMPETENZ



ENGAGEMENT

# OUR RESPONSIBILITY

## SOCIAL RESPONSIBILITY

- Creating jobs
- Promoting ethical values
- Improving animal welfare
- Using resources more efficiently

## ECOLOGICAL RESPONSIBILITY

- Health nutrition
- Ecological balance
- Human health



# RESPECTFUL & CLOSE INTERACTION WITH EACH OTHER

MIAVIT, as an owner-managed family business, values respectful and close interaction with one another.

We therefore say NO to discrimination in the workplace, particularly with regard to skin colour, gender, age, disability, religion, origin or sexual orientation;

this also applies to the equal compensation for work of equal value.

These characteristics listed above must not be recruitment criteria. For this reason we say YES to skills, qualifications and respectful treatment of one another!

*Diversity is not a foreign 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 the rights of every individual to be respected.

We support the formation of interest groups and comply with legal regulations and provisions.

Respectful and fair treatment of employees must therefore be ensured and the personal rights of each individual must be respected.

# HUMAN RIGHTS, WORKING HOURS AND WAGES



As a family-run business, 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 employees must show consideration for each other and supervisors must ensure that rest breaks are taken. Employees should not work more than the national statutory working hours. MIAVIT will not tolerate anything beyond this.

It must also be ensured that employees receive an appropriate wage at regular intervals in accordance with

their working hours, which at least corresponds to the statutory regulations.

We disapprove of any form of involuntary labour or any other form of oppression, in particular slavery or torture!

Compliance with the prohibition on 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 also be ensured throughout the entire supply chain.

*Recognising everyone's merit is of the utmost importance.*



# SAFETY AND WELLBEING AT THE WORKPLACE

We want employees to feel comfortable at work and therefore enjoy coming to work. Accordingly, we want to offer employees a safe and healthy workplace environment.

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

Suitable work organisation and adequate instruction of employees are therefore essential. We take appropriate measures to comply with the prohibition of unlawful expropriation.

Our employees are free to form and join a trade union or employee representative body or to take part in meetings. This also includes guaranteeing the right to strike.

*When a workplace is  
safe, employees feel  
comfortable too.*

*Environmental resources should  
be conserved at all times!*

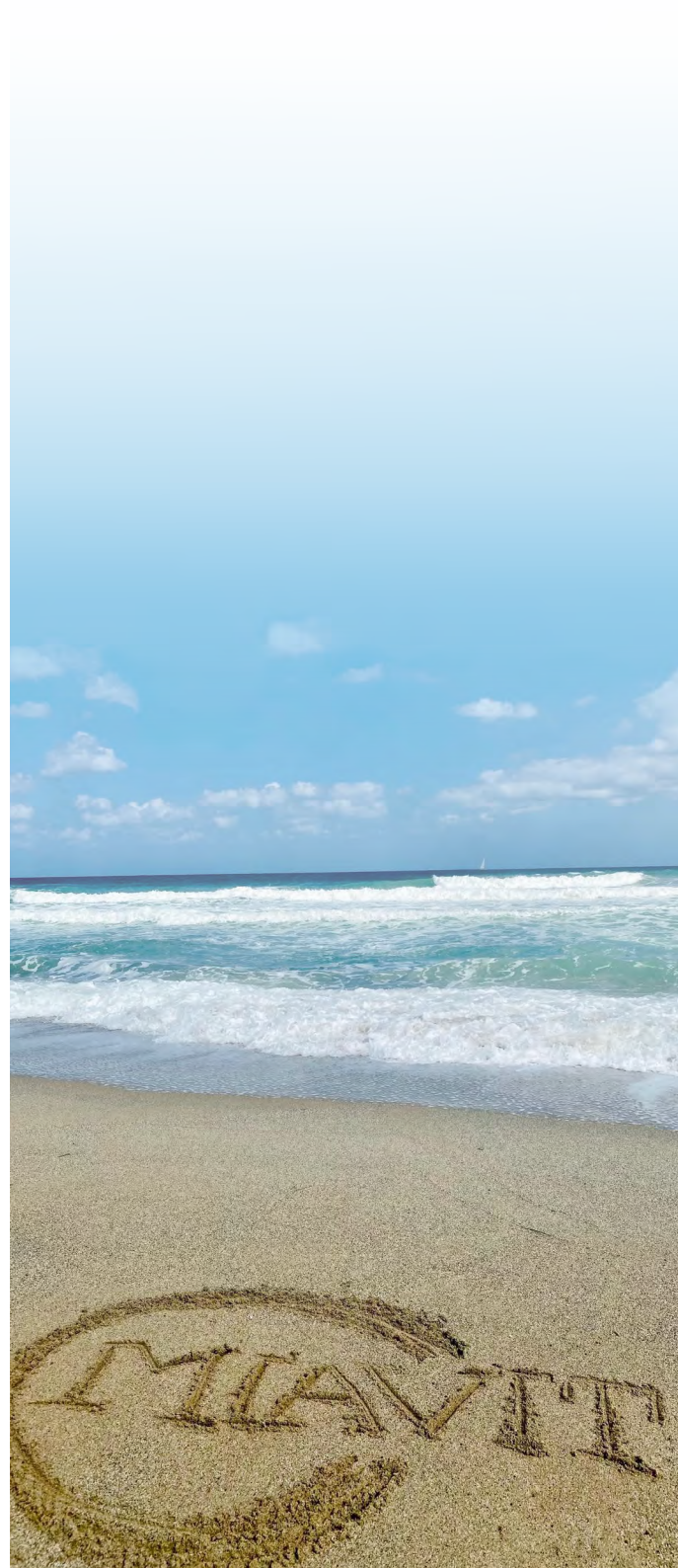
# ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

We also strive for continuous improvement in environmental compatibility, known as sustainability. The entire value chain is therefore encouraged to make an active contribution to the responsible use of natural resources and environmental protection through its work. This includes

- the economical use of raw materials
- the efficient use of energy and water
- the prevention of water, noise and air pollution as well as harmful soil changes

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,
- the handling of chemicals, in particular persistent organic pollutants, or other hazardous materials or substances.



# FAIR BUSINESS PRACTICES

Fair dealings with one another are essential in a business relationship. The principles of fair competition are therefore a prerequisite for business, and illegal agreements are not permitted.

This also means that we in the MIAVIT do not allow legal representatives or employees to conduct business by promising or offering inappropriate advantages or to accept such advantages. This corruptibility or criminal and unethical exertion of influence must be actively and consistently counteracted.

## **Implementation**

We take appropriate measures to ensure that the above expectations are met in the respective business processes. If a significant change in the situation

is to be expected, appropriate analyses are carried out. If the analysis identifies a risk that could potentially violate the Code of Conduct, precautions must be taken. If a breach of the above points is identified in the company's own business area or at a direct supplier, appropriate remedial measures should be initiated immediately.

*Only a fair business relationship is a good business relationship.*



MAIN SPONSOR SINCE 1992



# MIAVIT

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