

Maderas GmbH, Company Guidelines

Responsibility. Respect. Sustainability. Reliability.

At Maderas GmbH, we are committed to responsible and sustainable business practices. Our aim is to manufacture high-quality products while fulfilling our responsibility towards our employees, business partners, society and the environment.

These Corporate Guidelines provide the binding framework for our daily activities. They apply to the management and all employees of Maderas GmbH and also form the basis for our cooperation with business partners and suppliers.

1. Compliance with Laws and Regulations

We comply with all laws, regulations and official requirements applicable to our business. We act lawfully, responsibly and with integrity. This applies in particular to employment and labor laws, environmental regulations, tax laws, competition laws, product-related requirements and all other legal requirements relevant to our business activities. Compliance with applicable laws is not merely a minimum requirement for us; it is a fundamental prerequisite for sustainable business success.

2. Respect for Human Rights

We respect internationally recognized human rights and are committed to protecting them within our company as well as throughout our supply and value chains.

In doing so, we are guided in particular by the International Labour Organization (ILO) Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

Respect for human dignity, personal freedom and equal treatment of all people are fundamental principles of our business activities.

3. No Forced Labour or Modern Slavery

We strictly reject all forms of forced or compulsory labour, human trafficking, debt bondage and modern slavery.

No person may be forced to work through violence, threats, deception, coercion or any other unlawful means.

Employment must always be entered into voluntarily. Employees have the right to terminate their employment in accordance with applicable legal and contractual requirements.

We expect our business partners and suppliers to uphold these principles as well.

4. No Child Labour

We reject child labour in any form and comply with all applicable legal requirements regarding the minimum age for employment.

We expect our business partners and suppliers to refrain from using child labour and to comply with applicable laws and internationally recognized standards.

5. Fair and Respectful Working Conditions

We strive to create a working environment characterized by respect, fairness and mutual appreciation.

We do not tolerate discrimination, harassment or unfair treatment on the basis of gender, age, origin, skin colour, religion, beliefs, disability, sexual identity or any other legally protected characteristic.

We promote equal opportunities and respectful cooperation among all employees.

6. Occupational Health and Safety

The safety and health of our employees are of great importance to us.

We comply with applicable occupational health and safety requirements and continuously work to ensure that our workplaces and processes are designed and operated safely.

Risks should be identified, assessed and eliminated or effectively reduced at an early stage wherever possible. Every employee is responsible for their own safety and for contributing to the safety of their colleagues.

7. Environmental and Climate Protection

We recognize that processing wood comes with a particular responsibility to protect natural resources.

We use raw materials, energy and water responsibly and seek to avoid unnecessary environmental impacts. This includes, in particular, the efficient use of materials, the reduction of waste and emissions, and the efficient use of energy and other resources. We consider environmental aspects in our operational decisions and continuously work to improve our environmental performance.

8. Responsible Sourcing of Wood

Wood is our most important raw material. Responsible sourcing is therefore of particular importance to us.

We strive to ensure the traceable and responsible origin of our wood-based raw materials and comply with all applicable legal requirements concerning the sourcing and processing of wood.

We support sustainable forest management and, wherever possible, work with suppliers who meet our requirements regarding legality, sustainability and responsible sourcing.

9. Responsible Supply Chains

Our responsibility does not end at the boundaries of our company.

We expect our suppliers and business partners to comply with applicable laws and to respect the principles set out in these Corporate Guidelines.

When selecting and working with business partners, we consider not only quality, reliability and economic factors, but also social, environmental and ethical considerations.

Where appropriate, we assess relevant risks within our supply chain and take suitable measures to prevent or mitigate them.

10. Fair Competition and Integrity

We are committed to fair and free competition.

We do not engage in anti-competitive agreements or other unlawful business practices.

We reject corruption, bribery, extortion and any other form of improper influence. Business decisions are based on objective and transparent criteria.

Gifts, invitations or other benefits must never be used to improperly influence business decisions.

11. Data Protection and Confidential Information

We protect personal data and confidential information belonging to our company, employees, customers and business partners.

Personal data is processed only in accordance with applicable data protection laws and regulations.

We treat business and trade secrets confidentially and protect them against unauthorized access or misuse.

12. Quality and Responsible Business Practices

We strive to maintain consistently high standards of quality in our products and services. In doing so, we combine practical expertise, modern manufacturing technologies and responsible business practices.

For us, quality means more than a good product. It also means reliable processes, transparent communication and keeping our commitments to customers and business partners.

13. Reporting Concerns and Violations

We encourage our employees and business partners to raise concerns regarding possible violations of laws, these Corporate Guidelines or other applicable requirements.

All concerns are taken seriously, treated confidentially and, wherever possible, investigated objectively.

No person shall suffer retaliation or disadvantage for raising a concern in good faith.

Reports can be submitted through the designated internal contacts or through the reporting channel established for this purpose.

14. Responsibility of Management and Employees

Our Corporate Guidelines apply at all levels of our company.

Managers and supervisors have a particular responsibility to lead by example. They are responsible for creating the conditions necessary to ensure that these principles are understood, respected and implemented in everyday business activities.

Every individual is responsible for contributing through their own conduct to a responsible, respectful and sustainable corporate culture.

15. Continuous Improvement

We consider responsible business conduct to be an ongoing process.

We regularly review our processes and requirements and continuously develop our Corporate Guidelines in line with legal, social and environmental developments.

Our goal is to combine economic success with responsibility towards people, the environment and society.

Maderas GmbH