



BADER's global Engagement

BADER Group Policy

BADER Group Policy – Principles and Code of Conduct



1. We act lawfully and with fairness

- We regard legal, documentary and ethical principles as elementary criteria for our actions
- We operate with fairness



2. Side by side we walk together

- Our employees are our most important asset
- We ensure the satisfaction of our customers
- We involve our suppliers and trading partners as well as public administrations
- We ensure responsible supply chains



3. We respect human dignity

- We respect the rights of assembly, coalition and collective bargaining
- We reject forced labor, human trafficking and any restrictions on freedom of movement
- We reject child labor unconditionally
- We refuse to expel people from woodland, the land and water



4. We provide fair and safe working conditions

- We provide appropriate working hours, holidays and remuneration
- We are committed to safeguarding jobs and offering equal opportunity
- We unconditionally reject discrimination and harassment
- We ensure health protection, occupational safety, fire protection and emergency precautions



5. We ensure requirements are met

- We guarantee quality, product safety, comfort and efficiency
- We ensure the protection of resources, environmental compatibility and energy efficiency
- We protect the data and information of our business partners, employees as well as our own company know-how
- We bear social responsibility and ensure requirements for social coexistence



6. We continuously strive to improve in all areas

- We regard continuous improvement as an impulse for our actions
- We design our processes according to the criteria and principles of the Bader Operating System
- We consistently apply our integrated management system

Comments on our policy can be found in our Guidelines, see overview S0 5.2 02

16.02.2024, Your executive board

signed Thomas Bader

signed Lothar Bauhofer

signed Bent Dreilich

signed Jürgen Erb

signed Marcus Röhling