

Code of Conduct

for employees and business partners of Holter Regelarmaturen GmbH & Co. KG

We at Holter Regelarmaturen GmbH & Co. KG are convinced that economic success and social responsibility are inextricably linked with each other. Only the persons and companies who fulfil their responsibilities to society and to their employees can have permanent economic success. Adherence to the following value system is therefore part of our day-to-day work. We expect our employees and business partners to actively pursue the same aims and adhere to the following mandatory minimum requirements:

1. Compliance with laws

It goes without saying that we comply with the applicable laws and regulations. We expect the same from you. You are obliged to comply with all laws and regulations applicable to you. We expect you to be aware and get acquainted with the laws and regulations applicable to you and to make sure that they are complied with. This applies in particular but without limitation to compliance with antitrust and competition laws.

2. No corruption and no bribery

Any kind of corruption as well as any kind of bribery is prohibited.

3. No forced and no child labor

Any kind of forced as well as child labor is prohibited. The laws governing the minimum age of employees must be adhered to.

4. Fair working conditions

If you have employees yourself, you are obliged to provide fair working conditions. Wages and social security benefits must at least meet the legal standard. If you have employees yourself, you also respect your employees' rights to freedom of association.

5. Prohibition of discrimination

We condemn any kind of discrimination and likewise expect you to actively strive against any kind of discrimination. This includes in particular but without limitation that any decisions regarding the employees, e.g. recruiting and promotion, are made irrespective of the ethnic origin, nationality, gender, any disability, sexual orientation, religion or age.

6. Respect for human rights

You respect and promote compliance with internationally recognized human rights.

7. Environmental protection

You are obliged to comply with all applicable laws regarding the protection of the environment. You moreover actively promote an environmentally responsible use of natural resources.

8. Protection of health and occupational safety

You are obliged to establish a working environment which is safe and which promotes health. Accidents and injuries must be prevented.

9. Compliance of this Code of Conduct in the further supply chain

You as our supplier must make sure that your suppliers adhere to this Code of Conduct or at least the same minimum requirements.

10. Implementation

You as our supplier or other business partner must communicate to your employees the content of this Code of Conduct and the requirements as regards their conduct resulting therefrom. You must make sure that your employees adhere to the requirements stipulated in this Code of Conduct, if necessary by making adjustments to internal policies and processes.

11. Customs & Export control

Holter Regelarmaturen GmbH & Co. KG is a globally operating company with a high export share to more than 60 different countries. We comply with all relevant and applicable laws, rules and regulations in the field of foreign trade, customs and export control and are always able to register legislative changes at short notice and implement them internally.

This affects all activities related to the export and transfer of products, technical assistance, financial transactions and recipient and use verification.

These legal requirements to be complied with also include economic sanctions and anti-terrorism regulations as well as compliance with prohibitions and restrictions.

12. Taxes

We assume responsibility for complying with tax obligations. To this end, we comply with local tax laws in the countries in which we operate.

Each of us contributes to compliance with laws, regulations and rules in this area.

Schloß Holte-Stukenbrock, January 2025



Ralf Schulze
Managing Director



Oliver Wehking
Managing Director