

XBK-KABEL

Code of Conduct



About this Code of Conduct

We are a company deeply rooted in the SME sector and closely connected to our regional background. As a German manufacturer with domestic production facilities, we are fully aware of our responsibility for sustainable acting in conserving resources and protecting the environment. Working closely together with our customers and suppliers we rely on open, fair and transparent interaction — both among our employees as well as with our customers, suppliers and towards the public.

In this setting, we are presenting this Code of Conduct to outline our goals and the measures we will take to fulfil our responsibilities for sustainability, social accountability and self-monitoring to ensure compliance with our targets.

This Code of Conduct is basing on environmental, social and corporate governance standards (ESG standards) internationally recognized.

Environmental Responsibility: Our ecological principles

As a company operating in metal and plastics processing, we are part of an energy-intensive industry. This entails a special responsibility towards future generations and we are fully aware of this responsibility. Therefore, we strive to use the available resources as efficiently as possible and reduce the environmental impact of our production to the greatest extent possible.

Efficient use of energy and resources

Our aim is to ensure that our products are developed, manufactured, transported and disposed of in the most environmentally friendly way possible. We therefore regularly and systematically record the flows of energy and resources within our company, evaluate them with regard to savings potential, implement this potential through technical and organizational measures, and thus continuously reduce our energy consumption.

We promote the use of renewable energies, including the use of water turbines and the installation of photovoltaic (PV) systems. Water is recycled and reused in our production processes wherever possible. We encourage our employees to use CO₂-neutral commuting.

Waste

We avoid packaging and other waste-generating materials wherever possible. Any waste that does arise is sorted and recycled as far as possible. We collect hazardous waste separately and send it to specialized companies for suitable waste treatment.

Avoidance of hazardous substances

We only use substances and chemicals approved for the European market. If hazardous substances are required in our production processes, we use them strictly in accordance with all applicable safety regulations to ensure that they do not pose any danger to our employees or the surrounding public.

Social Responsibility: Our social principles

Fairness and responsibility towards our employees

As a company based in Germany, we take it for granted that we strictly comply with employee protection regulations.

We attach great importance to a safe and long-term working environment. We regularly review the working conditions at every workplace with regard to safety and ergonomics and we provide regular training for our employees on safety and health-related topics.

We believe that a positive working atmosphere is a fundamental prerequisite for business success. Therefore, we do not tolerate any form of harassment, discrimination, or abuse – whether based on origin, physical condition, gender, religion, age, or sexual orientation. Only people who treat each other fairly, politely and respectfully can achieve success together!

That means that we openly address problems. Employees and other affected parties may submit complaints anonymously, and we will follow up these complaints accordingly. We respect our employees' right to co-determination.

Human rights

We consider human rights to be a fundamental and non-negotiable right for every human being. We therefore fight against any form of forced labour, slavery, child labour or comparable exploitative practices. This applies both to our own employees and to those of our suppliers.

Conflict minerals

We reject the use of conflict minerals as defined by the European Conflict Minerals Regulation (EU Regulation 2017/821). We do not source raw materials from conflict-affected and high-risk areas and expect the same from our suppliers. Materials and raw materials supplied to us must not contain conflict minerals that are used to finance armed groups and cause human rights violations.

Corporate Governance: Principles of Corporate Management

Compliance with legal requirements

We strictly adhere to all national, European, and international legal requirements applicable, including antitrust and competition law, customs and import regulations, export control of national and third countries, and regulations on economic and military sanctions.

Not only we rely on our self-assessment, but also we have our processes continuously monitored by independent bodies. Any identified violations are consistently addressed – including consequences at personnel level.

Our employees may not give to or receive benefits from our customers, suppliers or other decision-makers in order to receive preferential treatment or in return for preferential treatment. Both giving and accepting of monetary or excessive gifts is strictly prohibited.

Corruption, bribery, money laundering and conflicts of interest

We are fully aware of the serious macroeconomic damage caused by corruption, bribery, and money laundering, and we take a clear stand against any such behaviour.

Our business decisions are based on objective criteria in line with the corporate principles outlined in this Code of Conduct. The private interests of our employees do not influence our decision-making.

Communication and conflicts of interest

Employees are encouraged to report grievances and opportunities for improvement. We have an open-door policy, meaning that every employee is free to approach any decision-maker directly and informally. In addition, our employees may report concerns anonymously through employee representation channels.

Governance and Monitoring

XBK-KABEL is part of the Wilms Group. As such, the company and its management are monitored by the holding company and its advisory board.

Our employees get their financial compensation basing on standards of equal value and clearly defined remuneration groups.

Data protection, information security and confidentiality

We treat all information relating to our customers and employees as confidential. We therefore protect all data stored in our systems from unauthorized access – both from within and outside our organization.

Our employees are expressly prohibited from disclosing or using confidential information in any form outside the scope of their work.