

Human Rights

Our Principle

We conduct our business with respect for human dignity and in recognition of human rights.

Policy

Respect for human dignity and recognition of human rights are fundamental to HOERBIGER's culture and all its business activities.

Implementation

HOERBIGER's recognition of and respect for human rights is reflected in our value-based company culture. We strive to provide a safe, secure and collaborative work environment. We challenge everyone to reach their full potential. Everyone shall contribute to an open and trustful work relationship. It is in this spirit that we work together, within our company, with our customers, suppliers and stakeholders in the communities around us.

Equal Opportunity / No Discrimination

HOERBIGER provides equal opportunities regardless of gender, age, ethnicity, religion, sexual orientation, or any other classifications protected by applicable law. All hiring and promotions are strictly based on qualifications, capabilities, and performance. HOERBIGER does not tolerate discrimination or harassment in the workplace in any form or at any level.

Health and Safety

Safety is a core value at HOERBIGER. We strive to ensure that all employees return home just as healthy as when they arrived at work. All HOERBIGER companies shall implement safety programs appropriate to the risks and regulatory requirements of their operations.

Conflict Minerals

HOERBIGER is committed to the goal of a 'conflict free' supply chain. HOERBIGER supply chain management implements the "OECD Due Diligence Guidance for Responsible Supply Chains". We actively work to ensure that tin, tungsten, tantalum or gold used in our products are not sourced from mines that fund non-state armed groups or illegal security forces. Mines or mineral processors shall not contribute to conflict, money-laundering and/or human rights violations. The focus of the initiative is the so-called conflict-affected and high-risk areas, like the Democratic Republic of Congo and neighboring countries. HOERBIGER transparently reports the sourcing of relevant materials as required by law or our business partners.

We also expect that our suppliers of components and semi-finished products exercise due diligence and controls set out in the OECD framework and in other applicable laws or regulations on conflict minerals. HOERBIGER will resolutely reject products or phase out suppliers where we identify a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups or illegal security forces.

Child Labor

Child labor refers to the exploitation of children through any form of work that deprives them of their childhood. HOERBIGER opposes all forms of child labor. HOERBIGER does not employ persons below the age of 15, or any higher age as may be defined by local law. HOERBIGER companies shall perform adequate risk-based due diligence in the selection and evaluation of job applicants and suppliers to ensure that they comply with legal requirements as well as our values and policies.

Anti-Slavery

Modern slavery encompasses many forms of forced, bonded or compulsory labor and human trafficking. HOERBIGER opposes all forms of modern slavery. HOERBIGER companies shall perform adequate risk-based due diligence in the selection and evaluation of job applicants and suppliers to ensure that they comply with legal requirements as well as our values and policies.

Freedom of Association

HOERBIGER respects the freedom of association. We work constructively with trade unions and workers' councils which represent our personnel within the applicable legal frameworks.