

As a medium-sized company group with an international presence, the JÄGER Group is committed to the implementation and promotion of an ethical business practice and pursues a zero-tolerance policy on any form of rule violations, corruption and abuse.

The observance of world-wide valid rules of conduct is considered from our side as the most important prerequisite to achieve a high-quality standard, economic success and a sustainable company development. This policy defines our most important principles and requirements, whose purpose is to protect our employees and companies as well as our customers and business partners.



In the JÄGER Group, compliance is an integral part of the corporate philosophy. In our Code of Conduct we have formulated that the compliance with national and international legal provisions and ethical principles has absolute priority and presents the guideline for our behavior in business.

The world-wide Compliance System of the JÄGER Group ensures a constant monitoring of regulations. Prevention and control measures, such as regular audits, the four-eyes principle or up-to-date information and the implementation of new legal requirements, support the full implementation of our Compliance Process. This process is also applied beyond company boundaries.

For example, the introduction of a supplier manual ensures the compliance of the behavior rules, defined by us, in our supply chain. Within the scope of the Supply Chain Management, regular supplier audits are conducted that enable us to monitor the compliance with our valid regulations at our suppliers.



The respect of the worldwide provisions to protect human rights is a major concern for our company group. That is why in our supply chain we firmly reject all forms of forced labor and child labor that disregards the welfare of children. This not only applies within our company, but also extends to the behavior of our business partners and suppliers.

The JÄGER Group promotes a respectful and tolerant dealing. We do not tolerate discriminations on the grounds of race, ethical origin, sex, sexual identity, religion, age or disability. We rather promote an individual development of our employees and push inclusion.

We recognize for all employees a reasonable compensation, which depends at least on the respective national and legal standards.

A photograph showing two hands cupped together, holding a small green seedling with soil. The background is a soft-focus green and blue.

III. SOCIAL RESPONSIBILITY AND SUSTAINABILITY

For us, besides the quality of our products, safety and health of our employees has the highest priority and is an integral part of our responsibility. We undertake to comply with the safety and health standards by a preventive work protection in order to avert any damage to our employees or third parties. This includes, among others, the reasonable design and maintenance of production facilities, work places and production means in order to ensure reasonable noise, light and air purity values. Besides giving natural access to clean drinking water and providing suitable sanitary facilities for our staff, we also establish appropriate measures for emergency situations. This includes sufficient safety equipment, a building design that conforms to safety regulations as well as a regular training of our staff regarding the conduct in emergency situations.

The health and work protection policy of the JÄGER Group includes any prohibition against the use of illegal drugs and alcohol at the working place.

Sustainability is a major priority in the development and production of our products. Each of our employees must ensure that natural resources are used responsibly and gently. We comply with all applicable environmental regulations and strive to minimize waste and emissions, even beyond the minimum legal requirements, in order to keep the impact on soil, air and water as low as possible. This comprises in particular the best possible avoidance of process-related waste (most of all plastic waste), chemicals or other dangerous substances and, if their use is unavoidable, their correct handling and disposal. Already when designing the production facilities, the production means, the development of products, the selection of raw materials and production procedures, the above-mentioned targets to protect the environment are already taken in consideration and realized by respecting the current state of the art.

A photograph showing two hands in business suits shaking hands. The background is blurred.

IV. FAIR COMPETITION

Our transactions are executed on the basis of a free and unhindered competition.

The JÄGER Group does not tolerate any corruption or other unfair business practices of their employees or third parties. Non-compliance with legal requirements are subject to sanctions against the responsible person. This applies regardless of whether this person pays bribes itself or allies itself with another person for such purpose or supports another person in infringements of the antitrust or anti-corruption law.

We want to avoid situations where personal or other economic interests collide with the interests of the JÄGER Group. In case of conflicts of interest we request from our employees a transparent disclosure of the conflict.

A horizontal banner with a dark blue background. On the left, there is a green rectangular box with the text 'V. DATA PROTECTION' in white, bold, sans-serif font. The rest of the banner features a glowing digital circuit pattern with blue and white lines and dots. On the right side of the banner, there is a large, glowing padlock icon with a keyhole, rendered in a blue and white outline style.

V. DATA PROTECTION

The JÄGER Group undertakes to observe the applicable data protection provisions and creates with it the basis for a trusting co-operation with employees and business partners.

In a rapidly changing, information technology society, this strengthens the commitment of the JÄGER Group to be a reliable and future-oriented business partner as well as an attractive employer.

The aim of our global data protection concept is to present the data protection aspects in a summarized documentation. This is intended not only to ensure compliance with the European General Data Protection Regulation (GDPR), for example, but also to provide evidence of compliance.

Above all, we want to respect the privacy of our employees. The protection of their personal data is a priority for us. Personal data are exclusively used for lawful business purposes or employment-related purposes or to meet legal requirements.

At the same time, the introduction of secure processes and IT structures as part of our data protection concept provides comprehensive protection of our know-how and that of our business partners.