

Code of Conduct



From its founding in 1968, the Werner Weitner GmbH has stayed a family-run business to this day. The management is already in the third generation. As medium sized family company, we attach high importance to sustainable success and therefore intergenerational subsistence.

We bank on regional value creation and solid grown business relationships with our customers and suppliers. This also is a principle on the internal side: our biggest capital are our employees. Trust, communication, mutual appreciation and the sense of togetherness are the key to long lasting partnerships, which make a big contribution to our achievements.

Our aim is, to provide services and products that meet our customers' requirements in order to stay sustainably economical, a solid business partner and an attractive employer also in the future.

In order to achieve this goal, in addition to technical and commercial success, it is also important to constantly be aware of the responsibility to the society, the employees and the business partners. The following principles and guidelines give orientation to behavior in conflict situations both for the management and for each individual employee of Werner Weitner GmbH.

Responsibility to the society and environment

Human Rights

We reject any use of child, forced and compulsory labor, as well as modern slavery and human trafficking.

Equal Treatment

A culture of equal opportunities, mutual trust and mutual respect is very important to us. Discrimination based on ethnic or national affiliation, political beliefs and religion, skin color, gender, age, sexual orientation or disability is not allowed. We treat all employees equally and choose and promote them only according to their abilities, skills and qualifications.

Environmental Protection

Sustainable environmental and climate protection as well as resource efficiency are important corporate goals for us. We are responsible for the sustainability and environmental compatibility of our production and our products. Through continuous change process and constant modernization of our machinery, we try to save more resources and energy. Each individual employee bears the responsibility of conserving resources and contributing to the protection of the environment and the climate through his behavior.

By using and expanding technologies such as the use of geothermal energy, solar energy and heat recovery in the most modern ventilation and air conditioning systems, we are constantly striving to reduce our CO2 emissions. The consolidation of suppliers and deliveries as well as regional procurement also play a big role in this point.

Charity

As an active member of society, we commit ourselves in different ways. The focus is on projects of technical development as well as charitable purposes to which our company or our employees have a connection.

Responsibility to the employees

Occupational Safety and Health Protection

Safety and health of our employees are, in addition to product quality and company success, equal goals of Werner Weitner GmbH. They are tightly integrated into all operations and are always included in any changes or replanning. All employees promote occupational safety and health protection in their own working environment and adhere to the given regulations. Every executive sensitizes their employees to take the necessary measures. Through continuous improvement of working conditions through prevention and health promotion, we seek to maintain and promote the health, performance and job satisfaction of our colleagues.

Data Protection

The protection of personal data is our top priority. These are only collected or used if required by law or of critical importance for the operational flow. No personal data may be collected or processed without the consent of the data subject or legal admissibility.

Security & Protection of Information, Knowledge & Intellectual Property

Werner Weitner GmbH has business and trade secrets as well as extensive technical knowledge. This know-how is the basis for our business success and is protected with due diligence. Our know-how must not be passed on without authorization. Otherwise, the company may suffer serious damage and the employee may face labor, civil and criminal penalties.

IT Security

Both information technology (IT) and IT (electronic data processing) pose significant risks in everyday life, such as viruses, data loss and data misuse. Werner Weitner GmbH pays attention to IT and IT security and adheres to the applicable rules and regulations.

Responsibility to the business partners

Conflicts of Interest

Business decisions are made solely in the interest of the company. Personal interests and private matters must be strictly separated from this.

Prohibition of Corruption

Donations to business partners, customers or other third parties are only granted within the legal framework. Corruption and antitrust violations will not be tolerated.

Prohibition of Terrorist Financing

The identity of customers, business partners and other third parties is carefully checked. We only wish to have business relationships with legitimate partners whose activities comply with legal requirements.

Fair and free Competition

Business is conducted solely on the basis of the free market economy, free competition and performance. Anti-competitive agreements with competitors, customers or suppliers are not made.

Violations of these principles can be reported to compliance@werner-weitner.com.