

CSR EBERO Group

Ethical principles form an important part of the vision and guidelines of the EBERO Group. The reputation of the EBERO Group among our customers and suppliers is one of our most valuable assets. It is significantly shaped by how we conduct ourselves in business.

We are thus harmonising our business practices not only with the economic and social priorities of our locations but also with our specially developed code of conduct, which applies to the entire corporate group.

A key principle within our corporate group is that all agreements and process documentation and all applicable laws should be observed without exception.

Observance of applicable laws and other binding commitments

No employee has the authority to break laws and other binding obligations or instruct other employees or third parties to break the law.

If such behaviour should nevertheless be observed, our employees are encouraged to inform their supervisor.

This also includes abiding by competition law. Our corporate group is committed to fair and open competition.

Loyalty, honesty and mutual respect

A key objective is our aspiration to uphold the highest ethical principles in all areas of activity. These principles apply to all company activities in all of the markets served. We aim to further reinforce an awareness of ethics within our Group.

Our employees are open and honest and stand by their obligations. A respectful and friendly working atmosphere is a matter of course for our employees. They are reliable and fair partners and will only make promises that they can keep. These principles apply both to their conduct towards each other and in business dealings with our customers and suppliers.

We thus also expect our customers and suppliers to have an impeccable reputation and to respect our principles.

We deliberately do not support any public or private organisations that represent discriminatory principles or practices and expect all employees to perform their duties in a morally responsible manner, with honesty, sincerity and integrity.

When conducting business abroad, employees must ensure they are aware of foreign regulations and national laws.

Every employee of the EBERO Group is personally responsible for abiding by these guidelines. Violations against the guidelines can result in appropriate measures under labour law, which can extend to the termination of the employment relationship.

Family company

As an SME, our corporate group pursues a long-term business policy. This means that, as a family company, we think in terms of generations and do not blindly optimise a quarterly result out of greed for profit. We do everything we can to maintain and continue the character of a family-run company.

After all, we family businesses are one of the most important pillars of the German economy and make a significant contribution to securing, maintaining and creating new jobs in Germany as a business location.

Sustainability areas

We are aware of our economic, ecological and social responsibility and are committed to a sustainable company policy according to the 3-pillar model:

1. ECONOMY (MARKET)

Professional financial management and our strategic orientation towards continuous, integrative growth form the economic basis for this.

2. ECOLOGY (ENVIRONMENT)

The environment is a finite collective commodity and is not disposable. The EBERO Group is aware of this responsibility and is actively involved in protecting the environment. This means using resources carefully, avoiding environmental hazards and preventing further damage.

The environmental management system at the EBERO Group serves to achieve the company's own ecological goals and is taken into account at all times as a key aspect in business decisions.

We expect everyone to promote the protection of our environment wherever possible within their sphere of influence by thinking and acting in an environmentally conscious manner. To continually optimise our environmental performance, we are committed to continuously improving our environmental management system.

3. SOCIETY (PEOPLE)

We promote diversity, equal opportunities and tolerance. We are involved in combatting discrimination concerning race, ethnic background, religion, ideology, disability, age, sexual orientation or gender. Any form of harassment (such as bullying or sexual harassment) is taboo for us. This applies not only within the company but also with regard to third parties.

Should we become aware of a discriminatory situation, those responsible will immediately seek to clarify the matter.

Our management is dedicated to the long-term health and performance of employees and to effective environmental protection. It is clearly committed to social and ecological action and societal responsibility.