

ETHICS CODE

ESTECH Industries and its companies support the ten principles set down in the United Nations Global Compact. We pledge ourselves to the United Nations' Universal Declaration of Human Rights, as well as the Declaration on Fundamental Principles and Rights at Work published by the International Labour Organisation (ILO).

Human rights

1. International human rights
We respect and honour all recognised international human rights.
2. Violations of human rights
We do not participate in activities violating human rights.

Labour standards

3. Freedom of association
We recognise the right of all employees to form unions and employee representation associations with a democratic basis.
4. Forced labour
We strictly reject any form of forced labour. No employee may be compelled to work by means of force and/or other improper action.
5. Child labour
We strictly reject child labour in any form as well as any other type of exploitation of children or youth.
6. Discrimination
We do not tolerate discrimination or harassment in any form. We treat all employees equally, regardless of gender, age, colour of skin, culture, ethnicity, sexual orientation, disability, religious affiliation, political opinion or ideological conviction.

Environmental protection

7. Precautionary principle for environmental problems
We use our entire experience, our technical know-how and our creativity to conserve resources and avoid stress for humans and contamination for the environment.
8. Promotion of environmental consciousness
We continuously work on improving our environmental balance and use of our resources, as well as ensuring that all effects to the environment resulting from operation of our production facilities are kept as low as possible.
9. Companies are obligated to develop and propagate environment-friendly technologies.
We replace old machines with state-of-the-art, environment-friendly technologies.

Prevention of corruption

10. Corruption, extortion and bribery
We promote fair competition. We prefer losing a business transaction or failing to reach our targets to violating the law.