

Code of Conduct and Ethics Policy

1. Dealing with Customers, Competitors and Suppliers

1.1. Recognition and Communication

Fair and respectful interaction is the foundation of all our actions. Open and trustful communication is a prerequisite for economic success.

1.2. Fairness and Tolerance

Fair competition in compliance with market rules is for us an indispensable component.

1.3. Dealing with Customers

Fulfilling customer needs is our task. We adhere to ISO 9001 and 14001 standards and create a pleasant relationship with our customers through personal contact.

1.4. Commitment to Quality

With our product quality, we meet the highest customer expectations. Quality assurance and process optimization are key prerequisites to ensure profitability and competitiveness.

1.5. Loyalty and Consistency

Loyalty and consistency in relationships with customers, suppliers, and employees are fundamental elements. We cultivate long-term relationships with our customers and productive working relationships with our employees.

1.6. Honesty and Integrity

"Honesty is the best policy" – this is how we approach competition and expect adherence to this value also from our customers and suppliers. Our development team draws ideas from its own potential. We work only with suppliers who likewise commit themselves to these ethical principles.

1.7. Trust and Data Protection

Only through mutual trust is it possible to build personal, long-term relationships with customers and employees. This also includes the protection of customer data, the safeguarding of intellectual property of our customers, and the consistent avoidance of plagiarism.

1.8. Corruption and Bribery

We strictly reject obtaining contracts or any kind of success through bribery. This applies both with regard to our customers and our suppliers.

2. Employees and Other Team Members

2.1. Responsibility

Each employee is personally responsible for their actions. We rely on mature and self-determined employees.

2.2. Professional Development

We promote professional development and support personal further training and the professional success of each individual.

2.3. Future Orientation

The vision of our successful, goal-oriented actions requires placing the human being at the center of our work. Discrimination based on skin color, gender, sexual orientation, age, pregnancy, social class, disability, trade union membership, ethnicity, religion, or other legally protected factors will not be tolerated.

2.4. Freedom of Association and Collective Bargaining

We respect and support the right of employees to freely form associations or trade unions and to conduct collective bargaining. This right is guaranteed without restriction, and we are committed to constructive cooperation with employee representatives.

2.5. Land, Forest and Water Rights as well as Forced Evictions

We respect the rights of indigenous peoples and local communities regarding land, forest, and water resources. Forced evictions or expropriations will not be supported in any way. We are committed to ensuring that environmentally harmful and human rights-violating practices are avoided in our supply chain.

2.6. Use of Private or Public Security

When using security forces – whether private or public – we place the highest importance on respecting human rights. Security measures must comply with international standards and aim to prevent violence as well as ensure the safety of all parties involved.

Leiton GmbH Geschäftsführung



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