



## Corporate Guidelines

### Gechem GmbH & Co KG and Dr. Spieß Chemische Fabrik GmbH

We live by our guidelines on quality, the environment, energy as well as occupational health and safety. These guidelines are essential and determine the way our companies and their employees work; they also show customers and the general public the principles that our companies' actions are based on.

## Values

We are convinced that our long-term success is based on the trust that our customers and business partners put into our expertise, innovative strength and, last but not least, our integrity. This trust, which is reflected in the reputation of the companies, depends largely on all employees respecting the values and goals of the companies and acting in accordance with them in their respective areas of responsibility.

## Customers

To us, customer satisfaction is at the heart of what we do because we want to build successful and long-term business relationships with our customers.

When faced with the challenging problems and wishes of our customers, we aim to assist them and provide solutions through innovative developments and reliable production processes.



## Employees

Our employees' many years of experience form the basis for the reliable and economical further development of our production, filling, and packaging methods. We encourage our employees to develop their personal and professional qualifications by offering them continuous and individual training programmes.

We foster the potential of our employees through active occupational health and safety measures and have set ourselves a zero target for work-related accidents. We always encourage our employees to help create a safe working environment and to fully engage themselves.



### Fair supply chains

We live by and support ethical business practices along the value chain that are geared towards sustainable consumption, based on the internationally recognised standards of the UN Global Compact and the ILO labour standards.



### A vision of sustainability

To us, value creation means creating value and standing up for values.

In our field of business, we want to contribute to a climate-neutral, safe development of Europe, for present and future generations.

To us, compliance with all relevant regulations and laws regarding environmental protection is a matter of course.

In addition, we want to continuously improve our products and processes as far as environmental aspects are concerned. We strive to recycle or reuse items and avoid waste.



### Climate protection targets

The management considers them to be a priority and presses ahead with large investments at the site, which includes an increased use of renewable energies, intelligent storage technology and state-of-the-art emergency provisions.

This enables us to reduce climate-damaging emissions in order to maintain the site in the long term and create added value.



### Innovation

We see ourselves as pioneers when it comes to the transformation of German “Mittelstand” (SME) companies that are engaged in manufacturing. We achieve this by a high degree of flexibility, innovative expertise, effective processes, and the switch to energy-saving technologies.

We are constantly pushing for a greater degree of digitalisation. Data security and product protection are always at the front of our mind. We are creating modern workplaces that reflect the technological development of the company.



## Here is where WE belong

We have always been based in the Leiningerland part of the Vorderpfalz region. By creating value regionally we secure local jobs and by offering training and professional development programmes we assume social responsibility for the local people. We support social organisations and undertake voluntary work to help the people in the region.



## Integration

At our site, people of different origins and nationalities work together. To us, respectful interaction with one another is a matter of course.

We offer language courses to improve communication.



## Ethics

We strive to maintain an open corporate culture with our employees, customers, suppliers, and the wider community. By communicating openly, we create trusting business relationships without giving room to discrimination, xenophobia, and corruption.

We have developed our own Code of Conduct that we are fully committed to and that we expect all our business partners to abide by.

*To download the Code of Conduct, please go to our web pages*

[www.gechem.de/](http://www.gechem.de/)

[www.spiess-chemicals.com/](http://www.spiess-chemicals.com/)

Kleinkarlbach, 6 May 2024