

Superior Code of Conduct

Introduction

Superior is a leading manufacturer of high integrity O-rings and seals. We have a long and successful heritage and bring a meticulous attention to detail to everything we do. Our aim is to operate our business in an ethical, responsible and sustainable manner with our stakeholders who include our employees; our customers; our suppliers; and the community in which we operate.

The workplace

At Superior, our policy is to comply with all national legal requirements as a minimum and work towards best practice in the workplace and in employment standards. We observe the following fundamental principles.

Human rights

We observe internationally recognized human rights and ensure that they are respected.

Child labour

We only employ people to perform work who have reached the corresponding minimum age according to applicable national legislation.

Forced labour

We reject all forms of forced labour including modern slavery and human trafficking and respect the principle of freedom in choice of employment.

Freedom of association

We respect freedom of association and the right to form interest groups and join trade unions.

Equal opportunities

We do not tolerate discrimination on the grounds of skin colour, ethnic origin, gender, age, nationality, social origin, disability, sexual orientation or ideology.

Fair working conditions

We pay remunerations and give social benefits which are at least in accordance with the national legal stipulations, provisions or agreements. The applicable regulations governing working time and leave are observed.

Work safety and health protection

We will comply with at least the national standards for a safe and hygienic working environment. In this regard, we will take appropriate measures to safeguard health and safety at work to ensure healthy working conditions.

The Environment

At Superior we avoid hazards to the environment where possible, so as to minimize any impact on the environment and use our resources economically. We have an Environmental Management System certified to ISO14001, which ensures we maintain high standards whilst continuously seeking to improve our environmental performance. Our processes, plant and machinery and business premises comply with the applicable legal specifications and standards regarding fire and environmental protection. We regularly monitor our compliance with all applicable legislation including REACH, RoHS and that pertaining to conflict minerals.

Business relations

In our day to day business relations, we seek to operate in an ethical and responsible manner by observing the following principles.

Avoiding conflicts of interest

We make decisions based on factual considerations and are not guided by personal interests in an improper manner.

Free competition

We behave fairly and observe the applicable legal provisions that safeguard free competition. We do not make agreements with other businesses aimed at or resulting in the prevention, restriction or distortion of competition and do not seek to abuse any dominant position in an unlawful manner.

Corruption

We ensure compliance with applicable anti-corruption laws. In particular, we ensure that subcontractors or representatives do not offer, promise or grant advantages with the purpose of obtaining a contract or other preferential treatment in the course of business.

Confidentiality

We ensure that private and sensitive information is kept confidential. This also applies upon termination of an employment contract or business relationship.

Money laundering

We observe the legal provisions to prevent money laundering.

Compliance with the Code of Conduct

Every Superior member of staff is expected to take responsibility for their own performance and to work together to comply with this Code of Conduct.

Our suppliers are an important part of our success. This Code of Conduct also defines the principles and demands on our suppliers for working with Superior. We expect that our suppliers will endeavour to ensure, that third parties engaged by them for the performance of their duties towards Superior, also comply with this Code of Conduct.