

Code of Conduct



koenig-pa GmbH has drawn the Code of Conduct that encompasses the following articles, in compliance with the company's philosophy.

The various ethical and professional backgrounds of our employees are expressed in our Code of Conduct with regard to compliance with the ethical shared values and principles which is mandatory for the success of our company.

koenig-pa GmbH values this code, takes initiative in practicing it and commits to educating and disseminating its content throughout the corporation. Moreover, we will continue to appreciate opinions from both inside and outside the company, reflect them to improve efficiency of internal systems and to strengthen our corporate ethics.

Lawful conduct

We shall comply with all laws, regulations and social norms.

Conflicts of interest

The business activities of koenig-pa GmbH may not be affected by personal relationships or interests. Should a situation arise that is contrary to the code, koenig-pa GmbH shall promptly disclose accurate information to hierarchy, ensure accountability, carry out an investigation into the cause, and endeavor to prevent a recurrence.

Open competition

koenig-pa GmbH shall engage in fair, transparent, and free competition.

We request our employees to strictly adhere to all applicable antitrust laws. Employees are not allowed to exchange sensitive data and information with competitors.

Anti-corruption

koenig-pa GmbH refuses corruption and strictly prohibits the payment of any kind of bribes, whether in dealings with business partners, public authorities, governments or in the private sector. This commitment refers to the prohibition of unlawful payments or the granting of unlawful benefits to public officials, business partners, to their employees and close family members.

Health, Safety, Environment

koenig-pa GmbH recognizes that environmental initiatives are essential to the existence of our company, and we shall voluntarily commit ourselves to them.

We permanently improve our products and processes to prevent health risks and to further minimize their environmental impact.

Gifts, hospitality and donations

Employees are obliged to respect koenig-pa GmbH rules which reflect applicable laws.

Gifts, hospitality or donations may only be used without influencing any decisions regarding business or administration.

Anti-fraud

Our employees are required to shield koenig-pa GmbH from any attempts of fraud, whether internally or externally.

Data protection and information security

Data processing, in relation to the data subject, must be

- lawful, fair and transparent;
- accurate and kept up to date where necessary;
- for a legitimate purpose;
- limited to what is necessary for the purpose;
- in a form which permits identification of the data subject for no longer than is necessary for that purpose;
- in a secure manner (including protection against misuse and loss by appropriate technical and organizational measures).