



This Code of Conduct applies to all employees of Eichenauer Heizelemente GmbH & Co. KG, Eichenauer Spol. s r.o. and Eichenauer Heating Elements (Huai'An) Co. Ltd., in the following called Eichenauer.

1 General Code of Conduct

1.1 Code of Conduct for employees of the company

Eichenauer expects the conduct of all employees to contribute to a positive atmosphere in the workplace. The opportunity to become familiar with a range of different nationalities, cultures and philosophies in the framework of their professional activities offers enrichment to all employees. A positive climate supports the motivation of employees and creates the foundation for ongoing business success. Tolerance and respect for one another are among the fundamental beliefs of all employees. Additionally, all employees are required to engage in responsible and ethical conduct. The dignity of each individual must be respected. Mutual respect is based on inner confidence and is expressed in a willingness actively to advocate for this. Only in this way can an open, tolerant and cooperative working environment develop.

1.2 Code of Conduct for managers

The managers promote productive conduct by carrying out their management duties in a performance- and value-orientated way. The leadership conduct of the management should set an example of respect for the value of each individual employee. By engaging with their staff in an open-minded way, they create a workplace atmosphere that promotes employee satisfaction and an open exchange of ideas. They encourage professional and target-orientated dealings with others, based on politeness, tolerance and mutual consideration.

1.3 Code of Conduct for dealings with third parties

All employees and the management team in particular must be well aware that their conduct represents and reflects the company. Their conduct influences both the external image of the company and its corporate culture. All employees are expected to treat other people, including customers and other external persons in a business relationship with the company, in exactly the same way as they would expect to be treated themselves. This naturally also applies to employees of other companies active within the company's sphere of influence.

本行为准则适用于Eichenauer

Heizelemente GmbH&Co.KG的所有员工，爱希诺尔电器元件（淮安）有限公司，以下简称Eichenauer。

一般准则

公司员工行为规范

Eichenauer希望所有员工的行为都能为工作场所的积极氛围做出贡献。在他们的专业活动框架内熟悉一系列不同的民族、文化和人生观的机会为所有员工提供了丰富的经验。积极的氛围支持员工的积极性，并为持续的业务成功奠定基础。宽容和相互尊重是所有员工的基本信念。此外，所有员工都必须从事负责责任的道德行为。必须尊重每个人的尊严。相互尊重是建立在内心的信心基础上的，表现为积极倡导这一目标的意愿。只有这样，才能形成开放、宽容、协作的工作环境。

管理者行为准则

管理者通过以绩效和价值为导向履行管理职责来促进生产行为。管理层的领导行为应树立尊重每个员工价值的榜样。通过以一种开放的方式与员工接触，他们创造了一种促进员工满意度和思想交流的工作氛围。他们鼓励在礼貌、宽容和相互考虑的基础上，与他人进行专业和目标导向的交易。

与第三方交易行为准则

所有员工，尤其是管理团队必须清楚，他们的行为代表和反映了公司。他们的行为影响着公司的外部形象和企业文化。所有员工都应该像对待自己一样对待他人，包括客户和与公司有业务关系的其他外部人员。这自然也适用于活跃在公司影响范围内的其他公司的员工。



2 Scope of application

适用范围

2.1 Employee responsibility

员工责任

All employees are required to familiarise themselves with Eichenauer's Code of Conduct and the company's principles and guidelines and to fulfil these requirements in the spirit and to the letter. Employment contracts, operational policies such as operational agreements and codes of conduct must be complied with by all employees. Even out of working hours and away from the company premises, employees are seen as ambassadors for Eichenauer. Protecting Eichenauer's excellent reputation therefore means that the Code of Conduct must be followed at all times and in all places. It is also important that employees encourage each other to observe the Code of Conduct of Eichenauer and work with the company in enforcing its provisions. The excellent reputation and long-term business success of Eichenauer also depend on this.

所有员工都必须熟悉Eichenauer的行为准则和公司的原则和指导方针，并在精神和行动上满足这些要求。所有员工必须遵守雇佣合同、运营政策（如运营协议和行为准则）。即使不在工作时间，不在公司办公场所，员工也被视为Eichenauer的大使。因此，保护Eichenauer的良好声誉意味着必须在任何时候、任何地点遵守行为准则。同样重要的是，员工之间应相互鼓励，遵守Eichenauer的行为准则，并与公司合作执行其规定。Eichenauer的卓越声誉和长期的商业成功也有赖于此。

2.2 Scope of application

适用范围

The nature of certain objectives of the company may lead to a requirement for standards of conduct that are more specific than those laid down in this Code of Conduct. In such cases, additional standards shall also be developed for specific business units, regions or individual departments in cooperation with the Human Resources Department. Legal regulations for the participation of employee representatives are respected.

公司某些目标的性质可能导致对行为准则的要求比本行为准则规定的标准更具体。在这种情况下，还应与人力资源部合作，为特定的业务单位、地区或个别部门制定附加标准。尊重员工代表参与的法律规定。

2.3 Legal compliance

遵守法律

The fundamental principle underlying the Eichenauer Code of Conduct is the obligation of the company to carry out its business in full respect of the applicable laws. All employees are responsible for understanding the legal requirements applicable to their duties and for determining their conduct on this basis and for communicating these standards to all employees under their management.

Eichenauer行为准则的基本原则是，公司有义务充分遵守适用法律开展业务。所有员工都有责任理解适用于其职责的法律要求，并在此基础上确定其行为，并将这些标准传达给其管理下的所有员工。

3 Dealings with authorities, state institutions, public offices and their representatives

与政府、机构、公职人员及其代表的往来

3.1 Party donations

政党捐款

Payments, gifts, loans or services made, given or provided by Eichenauer to political parties, activist groups or candidates for political office are permissible only if they comply with the valid laws and local guidelines.

Eichenauer向政党、活动团体或政治职位候选人提供的付款、礼物、贷款或服务，只有在符合有效的法律和当地指导方针的情况下才被允许。



3.2 Payments or loans

Payments or loans from company, branch or own resources or the transfer of any assets of any kind to government representatives or employees for the purposes of achieving or maintaining business advantages of Eichenauer or its subsidiaries or affiliated companies or other persons or for the purpose of gearing business opportunities to the above-mentioned companies or persons are prohibited.

4 Conflicts of interest

4.1 Relations with suppliers, distributors, customers and other business partners

Eichenauer supports maintaining good relationships with suppliers, distributors, customers and other business partners. Employees must avoid any conflict between their own personal interests and those of Eichenauer or create the appearance of this and must ensure that their judgement or actions are not influenced in the execution of their duties as employee or create the appearance of this. Employees whose duties include purchasing tasks or contact with suppliers or service providers shall not use their position for personal gain. In particular employees must comply with the following guidelines relating to gifts, corporate entertainment, accommodation and other benefits offered by business partners. These guidelines cover only professional conduct which does not require codetermination, and not organisational conduct within the workplace.

4.1.1 Eichenauer employees may at no point demand or request invitations to entertainment events, business dinners, gifts or other allocations or personal services or favours from their business partners.

4.1.2 Invitations to business dinners as a guest of a business partner may be accepted as long as they are freely offered, pursue a legitimate business purpose and are an integral part of a programme of work (e.g. lunch during a seminar or meeting or cocktail reception after a meeting or a dinner as part of a continual period of activities).

4.1.3 Travel and hotel accommodation paid for by business partners are not permitted. In the event that a business partner pays for accommodation or makes "in-house" company accommodation available, employees must calculate the corresponding market value, make the corresponding payment to the business partner and secure a reimbursement through their expenses account.

付款或贷款

从公司付款或贷款,分支或自己的资源或任何资产的转让任何形式的政府代表或员工为了实现或维持业务, Eichenauer或其子公司或附属公司或他人为获得商业机会为目的,上述行为从公司或个人角度都是禁止的。

利益冲突

与供应商、分销商、客户和其他商业伙伴的关系

Eichenauer支持与供应商、分销商、客户和其他业务伙伴保持良好的关系。员工必须避免自己的个人利益与Eichenauer的个人利益发生任何冲突,或造成其个人利益与Eichenauer的个人利益冲突的假象,并确保其判断或行为在履行员工职责时不受影响,或造成其个人利益与Eichenauer的个人利益冲突的假象。其职责包括采购任务或与供应商或服务提供商联系的员工不得利用其职位谋取个人利益。特别是员工必须遵守以下有关礼物、公司娱乐、住宿和其他商业伙伴提供的福利的准则。这些指引只涵盖不需要共同决定的专业行为,而不包括工作场所内的组织行为。

Eichenauer员工不得在任何时候要求或要求其业务合作伙伴提供娱乐活动、商务晚餐、礼品或其他分配或个人服务或优惠。

作为商业伙伴的客人参加商业晚餐的邀请可以接受,只要这些邀请是免费提供的,追求合法的商业目的,并且是工作计划的一个组成部分(例如,在研讨会或会议期间的午餐,或在会议后的鸡尾酒会,或作为连续活动期间的一部分的晚餐)。

不允许由商业伙伴支付旅行和酒店住宿费。如果业务伙伴支付住宿费或提供“内部”公司住宿,员工必须计算相应的市场价值,向业务伙伴支付相应的费用,并通过其费用账户获得报销。



- 4.1.4** Participation in sporting events and activities, shows or other entertainment events or business activities as a guest of the same business partner is permissible no more than twice per year. A representative of the host company must be present.
- 4.1.5** In the event that employees, suppliers, distributors or customers of Eichenauer attempt to provide or to supply goods or services for personal purposes, the market value of the goods or services must be paid, and the payment must be proven.
- 4.1.6** Requesting or accepting any type of personal financial support from a supplier, distributor or customer is prohibited.
- 4.1.7** The sponsorship of Eichenauer events, birthday, retirement or other company celebrations by suppliers, distributors or customers is not permitted. Furthermore, employees may not ask for or accept, in their own names or that of the company, the involvement of a supplier in any charitable or quasi-charitable commitment sponsored by employees or the company. Such participation may bring about variables other than costs, quality and lead time in the supplier selection process.
- 4.1.8** Employees may accept price discounts and other promotional activities offered by Eichenauer suppliers, distributors or customers if these price discounts are available to all employees of Eichenauer. Price discounts are prohibited if they have been requested or granted in connection with the receipt or supply of goods or services for Eichenauer or were offered only to a limited group of employees.
- 4.1.9** Employees and their family members may never request gifts from suppliers, distributors or other customers of Eichenauer or accept other personal advantages. Promotional materials and other items of a value of up to €50 may be accepted as long as they are freely offered, and it can be reasonably assumed that the gifts will have no influence on the judgement or activities of employees in awarding contracts. Gifts of a higher value may not be accepted, and the giver must be referred to Eichenauer's guidelines. If employees have any questions regarding this (e.g. as regards an international setting in which returning a gift may be seen as impolite for cultural reasons), they should discuss the matter with their line manager or the company management. The occasional exchange of gifts in some cultures may be considered as acceptable business practice, but may become unacceptable if it is considered lavish, compromises professional judgment, or suggests favoring or preferential treatment.
- 4.1.10** The employees in question must comply with the "Code of Conduct for purchasers and employees of other departments involved in the issuing of contracts".
- 允许作为同一商业伙伴的客人参加体育赛事和活动、表演或其他娱乐活动或商业活动，每年不得超过两次。主办公司的代表必须出席。
- 如果Eichenauer的员工、供应商、经销商或客户试图为个人目的提供或提供商品或服务，则必须支付商品或服务的市场价值，并且必须证明付款。
- 禁止向供应商、经销商或客户要求或接受任何形式的个人财务支持。
- 不允许供应商、经销商或客户赞助Eichenauer活动、生日、退休或其他公司庆祝活动。此外，雇员不得以自己或公司的名义要求或接受供应商参与雇员或公司赞助的任何慈善或准慈善承诺。这种参与可能会在供应商选择过程中带来成本、质量和交货期以外的变量。
- 如果Eichenauer的所有员工都可以享受价格折扣，员工可以接受Eichenauer供应商、经销商或客户提供的价格折扣和其他促销活动。如果价格折扣是为Eichenauer接收或供应货物或服务而要求或授予的，或仅向有限的员工群体提供的，则价格折扣是禁止的。
- 员工及其家庭成员不得向Eichenauer的供应商、经销商或其他客户索取礼品或接受其他个人利益。如果免费提供促销的和价值高达50欧元之内的其他物品，就可以接受，而且可以合理地假设，这些礼物不会影响员工在授予合同时的判断或活动。价值更高的礼物则不允许被接受，而送礼者必须参照Eichenauer的指导方针。如果员工对此有任何疑问（例如，在国际场合，出于文化原因，送礼可能被视为不礼貌），他们应与直线经理或公司管理层讨论此事。在某些文化中，偶尔交换礼物可能被认为是可以接受的商业惯例，但如果被认为是奢侈的，损害了专业判断，或者建议给予帮助或优惠待遇，则可能变得不可接受。
- 相关员工必须遵守“采购人员和其他参与合同发布部门员工行为准则”。



4.2 Secondary employment

Without the permission of Eichenauer, employees may not accept duties on the board of directors of companies operating for profit. Employees may not exercise any ongoing private business activities in conflict with their duties for Eichenauer and may not be active on behalf of business partners or competitors or carry out contractual duties for them in any other way without prior permission.

4.3 Share ownership

Employees of Eichenauer and their close family members must notify the company management of all shares they own, directly or indirectly, in business partners or other companies with a business relationship with Eichenauer or which may in the future have one. There is an exception for shares which do not affect the performance of Eichenauer employees' duties.

5 Internal controls

5.1 Protection of property and information

Employees must protect the property of Eichenauer against loss, theft, misuse and unauthorised use as well as access or disposal. Employees may use the company's property only for purposes related to their fields of responsibility. Employees must maintain the strictest of confidentiality regarding all confidential information (in other words information about the company and its products not in the public domain), both during and after the end of their employment. Employees must comply with the company's guidelines on use, access and security of the software and information technology, email, Internet/intranet/extranet and voicemail systems.

5.2 Internal control systems / reports / documents

It is Eichenauer company policy to maintain an effective internal control system to guarantee compliance with all laws and company guidelines, to protect the company's property and to guard it against misuse and to ensure the proper authorisation of transactions and other activities of the company. The company draws up considered reports for external use, which meet all relevant international legal and business requirements. In order to achieve this standard, employees are expected to keep accurate and complete records of all business activities and to ensure proper authorisation and documentation of transactions with and obligations to business partners. In particular, employees are required to invoice business expenses in an accurate and timely fashion. Company documentation is the sole property of Eichenauer and should be drawn up and kept in compliance with the corresponding guidelines.

副业（二次就业）

未经Eichenauer允许，员工不得在以盈利为目的的公司董事会中任职。未经事先许可，员工不得从事与Eichenauer职责相冲突的任何正在进行的私人商业活动，也不得代表业务伙伴或竞争对手进行活动，或以任何其他方式为其履行合同义务。

股份所有权

Eichenauer的员工及其近亲属必须将其在与Eichenauer有业务关系或将来可能有业务关系的商业伙伴或其他公司中直接或间接拥有的所有股份通知公司管理层。股份有一个例外，不影响Eichenauer员工履行职责。

内部控制

财产和信息保护

员工必须保护Eichenauer的财产免受损失、盗窃、误用和未经授权的使用以及访问或处置。员工只能将公司财产用于与其职责范围相关的目的。员工必须对其雇佣期间和雇佣结束后的所有机密信息（即不属于公共领域的公司及其产品的信息）严格保密。员工必须遵守公司关于软件和信息技术、电子邮件、Internet/Intranet/Extranet和语音邮件系统的使用、访问和安全的指南。

内部体系、文件、报告控制

Eichenauer公司的政策是维持一个有效的内部控制系统，以确保遵守所有法律和公司准则，保护公司财产，防止滥用，并确保交易和公司其他活动的适当授权。本公司编制经考虑的外部使用报告，满足所有相关国际法律和业务要求。为了达到这一标准，员工应保持所有业务活动的准确和完整记录，并确保与业务合作伙伴的交易和对业务合作伙伴的义务得到适当授权和记录。特别是，要求员工准确及时地开具业务费用发票。公司文件是Eichenauer的唯一财产，应按照相应的指南起草和保存。



6 Quality

Eichenauer's commitment to quality and quality improvement processes is a major factor in the company's growth and economic success. Employees should make all possible efforts to exceed customer expectations both internally and externally and continuously to improve the quality of Eichenauer factory products and services.

7 Principles of social and corporate responsibility

Eichenauer takes its social and corporate responsibility seriously. Eichenauer is guided by the firm belief that its social and corporate responsibility is a major factor in the company's long-term success. This also applies to shareholders, business partners, customers and employees. However, alongside this responsibility, it is also absolutely vital that the company is and remains competitive. Eichenauer has implemented the principles listed below globally and compliance with them is part of its commitment to a diversity of cultures and social values.

7.1 Human rights

Eichenauer respects and promotes compliance with internationally recognised human rights.

7.2 Forced labour

Eichenauer condemns all forms of forced or compulsory labour.

7.3 Child labour

Eichenauer condemns all forms of child labour. Children must not be hindered in their development. Their health and safety may not be compromised. Their value must be respected.

7.4 Equal opportunities

Eichenauer undertakes to ensure equal opportunities in recruitment and refrains from discriminating against employees on the basis of sex, race, disability, country of origin, religion, age or sexual orientation, unless a national law expressly provides for selection on the basis of specific criteria.

7.5 Equal pay for equal work

Eichenauer follows the principle of "equal pay for equal work", unless valid laws or employment contract stipulations require exceptions to be made in individual cases.

质量

Eichenauer对质量和质量改进过程的承诺是公司增长和经济成功的主要因素。员工应尽一切努力在内部和外部超越客户的期望，并不断提高Eichenauer工厂产品和服务的质量。

社会和企业责任原则

Eichenauer非常重视其社会和企业责任。Eichenauer坚信其社会和企业责任是公司长期成功的主要因素。这也适用于股东、商业伙伴、客户和员工。然而，除了这一责任之外，公司保持竞争力也是绝对重要的。Eichenauer在全球范围内实施了以下原则，遵守这些原则是其致力于文化和社会价值多元化的一部分。

人权

Eichenauer 尊重并促进遵守国际公认的人权。

强迫劳动

Eichenauer 谴责一切形式的强迫劳动

童工

Eichenauer谴责一切形式的童工。儿童的发展不应受到阻碍。他们的健康和安​​全不应该受到损害。他们的价值必须得到尊重。

机会平等

Eichenauer承诺确保招聘机会平等，并避免基于性别、种族、残疾、原籍国、宗教、年龄或性取向歧视员工，除非国家法律明确规定根据具体标准进行选择。

同工同酬

Eichenauer遵循“同工同酬”的原则，除非有效的法律或雇佣合同规定要求在个别情况下有例外。



7.6 Code of Conduct

All employees must comply with the rules of the Eichenauer Code of Conduct.

7.7 Employment conditions

Eichenauer is opposed to any form of exploitative employment conditions.

7.8 Health protection

Eichenauer guarantees at least the degree of protection of health and safety in the workplace laid down by the national legislation and supports the continual improvement of working conditions.

7.9 Payment

Eichenauer honours the right to appropriate payment in the sense of the payment of a minimum wage corresponding to the legal stipulations and local labour market.

7.10 Working hours

Eichenauer guarantees compliance with the national regulations and agreements on working hours and regular paid holidays.

7.11 Training

Eichenauer promotes the training and further training of employees, with the aim of ensuring excellent work performance of a high quality standard.

7.12 Suppliers

Eichenauer advises its suppliers to introduce and implement similar principles in their own companies. Eichenauer sees this as an excellent basis for long-term business relations and, all other things being equal, favours suppliers which are planning to introduce similar principles in their companies or have already implemented them.

8 Environmental protection

Eichenauer is committed to protecting the environment for current and future generations and to complying with all valid environmental laws and regulations. The company expects its employees actively to support and accompany it in seeking new products and production methods and encourages them to make careful use of our resources, enable recycling, avoid polluting the environment and thereby to protect nature.

行为准则

所有员工必须遵守 Eichenauer 行为准则的规定。

就业条件

Eichenauer 反对任何形式的剥削性就业条件。

健康保护

Eichenauer 至少保证国家法律规定的工作场所的健康和安全保护程度，并支持工作条件的持续改善。

付款

Eichenauer 尊重根据法律规定和当地劳动力市场支付最低工资的权利。

工作时间

Eichenauer 保证遵守国家有关工作时间和定期带薪假期的规定和协议。

培训

Eichenauer 促进员工的培训和进一步培训，以确保高质量标准的出色工作表现。

供应商

Eichenauer 建议其供应商在自己的公司中引入并实施类似的原则。Eichenauer 认为这是建立长期业务关系的良好基础，并且在其他条件相同的情况下，有利于那些计划在其公司中引入类似原则或已经实施这些原则的供应商。

环境保护

Eichenauer 致力于为今世后代保护环境，并遵守所有有效的环境法律法规。公司希望员工积极支持和配合公司寻找新产品和生产方法，并鼓励员工认真利用我们的资源，进行回收利用，避免污染环境，从而保护自然。



9 Commitments to high ethical standards

Eichenauer is committed to abiding by high ethical standards in its business transactions. Eichenauer does not tolerate any unethical or corrupt conduct by its employees or business partners. Eichenauer does not permit any involvement in or tolerance of bribery or any other form of corruption.

10 Relations with competitors and business partners

Eichenauer undertakes to comply with all valid competition, commercial and related laws relating to fair price-setting, fair competition and consumer protection. These laws govern Eichenauer's business relationships with its competitors, suppliers and distributors, sales companies and retail customers. In this context, there is a general prohibition on agreements and other activities to set or agree upon prices or pricing formulas, to share out sales territories or customers or disproportionately to restrict free and open competition. Additionally, the possibility for the company to pass on confidential or competition-related information and to enter into exclusivity agreements with suppliers or other business partners is restricted. These laws also lay down requirements for the disclosure of customer lists and the resolution of customer complaints. Competition and commercial laws are complex and provide the basis for all aspects of Eichenauer's national and international business activities. The penalties for failing to comply with these can be very strict. If employees have any questions as to the impact of these laws on their area of activity, they must approach a member of the management team. Eichenauer uses all legitimate sources to compile information on its business partners and competitors but avoids any type of procedure that is illegal or could lead to the liability on the part of the company.

11 Compliance with the Code of Conduct

11.1 Questions regarding the Code of Conduct

There may be questions regarding Eichenauer's Code of Conduct or other ethically relevant business situations. In the event that employees have any doubts as to the correct procedure, they may discuss these with their line managers. These issues may also be answered by the locally responsible representative of the Human Resources Department. Alternatively, they may also approach members of the management team. Business partners should approach the management team directly.

Ask us – your contact partner for questions

If you have any questions related to Compliance, please ask your line manager or the Human Resources Department.

承诺高道德标准

Eichenauer致力于在其商业交易中遵守高道德标准。Eichenauer不容忍其员工或商业伙伴的任何不道德或腐败行为。Eichenauer不允许参与或容忍贿赂或任何其他形式的腐败。

与竞争对手和商业伙伴的关系

Eichenauer承诺遵守与公平定价、公平竞争和消费者保护相关的所有有效竞争、商业和相关法律。这些法律规定了Eichenauer与竞争对手、供应商和分销商、销售公司和零售客户之间的业务关系。在这方面，一般禁止订立或议定价格或定价公式的协定和其他活动，禁止分配销售地区或客户或不成比例地限制自由和公开的竞争。此外，公司传递机密或与竞争有关的信息并与供应商或其他业务伙伴签订排他性协议的可能性也受到限制。这些法律还规定了披露客户名单和解决客户投诉的要求。竞争和商法是复杂的，为Eichenauer国内和国际商业活动的各个方面提供了基础。不遵守这些规定的惩罚可能非常严厉。如果员工对这些法律对他们工作领域的影响有任何疑问，他们必须联系管理团队的成员。Eichenauer使用所有合法来源来收集其商业伙伴和竞争对手的信息，但避免任何非法或可能导致公司承担责任的程序。

遵守行为准则

关于行为守则的问题

可能会有关于Eichenauer的行为准则或其他道德相关的业务情况的问题。如果员工对正确的流程有任何疑问，他们可以与部门经理讨论。这些问题也可以由当地负责的人力资源部门代表回答。或者，他们也可以接触管理团队的成员。业务伙伴应该直接与管理团队联系。

咨询——你的联系伙伴的问题

如果您有任何关于合规方面的问题，请联系您的直线经理或人力资源部。



11.2 Sanctions

Breaches of Eichenauer's Code of Conduct or other Eichenauer guidelines, directives or procedures may lead to disciplinary measures up to and including dismissal and legal proceedings. All managers and members of the Eichenauer management team are responsible for making sure that all employees are familiar with the contents of the Eichenauer Code of Conduct and follow the rules. Line managers and management team members are also liable for disciplinary measures and legal consequences in the event of any breach of these requirements. The management team must check compliance with these principles. Eichenauer reserves the right to amend the provisions of the company's Code of Conduct and to interpret them accordingly. Legal regulations for the participation of employee representatives are respected.

处罚

违反Eichenauer的行为准则或其他Eichenauer准则、指示或程序可能导致纪律措施，直至解雇和法律程序。Eichenauer管理团队的所有经理和成员都有责任确保所有员工熟悉Eichenauer行为准则的内容并遵守规则。直线经理和管理团队成员也要为任何违反这些要求的行为承担纪律措施和法律后果。管理团队必须检查是否符合这些原则。Eichenauer保留修改公司行为准则条款并对其进行相应解释的权利。员工代表参与的法律规定受到尊重。