



SACHTLEBEN MINERALS 



Deutsche Baryt-Industrie



Sachtleben Bergbau

CODE OF CONDUCT

Binding code of conduct for all employees

As a globally acting company, the Sachtleben Minerals Group is aware of its social responsibility towards customers, employees and public. Our Code of Conduct serves as a guideline for our day-to-day activities and provides our employees a framework for their ethical behavior.

Business ethics

We respect human rights according to the Human Rights Charta of the UN. We especially disapprove of forced labor, child labor and unethical and illegal practices such as corruption, blackmail and bribery for us as well as for our business associates. All our employees make their decisions based on objective considerations rather than on personal interest.

Compliance with law

We comply with all applicable laws and implement official requirements.

Equality of rights and opportunities

We do not tolerate any discrimination due to skin color, ethnic background, gender, nationality, social background, disability, sexual orientation, religion or belief.

Leadership / Training / Health and Work safety

Appreciation and motivation is achieved by staff-oriented leadership, a steady process of information and good working conditions. Our staff is developed in the long-term by early planning and training. Active health protection and high work safety standards are our top priority.

Employee representation

We recognize the freedom of assembly of our employees and cooperate in a trustworthy manner with our employee representatives. We neither prefer nor discriminate against members of employee organizations or unions. Collective wage agreements ensure an adequate remuneration of our employees, payment at or above minimum wage and the compliance with statutory working hours regulations. For this reason, we comply with the fundamental employee protection rights whose principles are expressed in the international conventions of the United Nations (UN), in the standards of ILO and elsewhere.

Data protection

We comply with all applicable laws for the protection of personal data of employees, customers, suppliers and other stakeholders. We respect the expertise, patents, trade and business secrets of ourselves and of third parties and do not pass on such information to third parties without their prior written confirmation.



Environmental protection

The responsible use of energy and the protection of environmental goods such as human beings, animals, plants, water, climate, air, soil and landscape is the basis for our actions. We use our natural mineral resources responsibly and emphasise the importance of climate protection by our climate strategy. For the continuous improvement of our environmental and climate protection measures we maintain an environmental management system according to ISO 14001.

Supply chain

Our suppliers are also responsible for a share of the value creation in the supply chain. For this reason, it is important to us that our suppliers duly promote and actively implement adherence to this code of conduct or an equivalent code of conduct in their supply chain. Any violation of this code of conduct constitutes impairment of the business relationship between us and the supplier.

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