

CODE OF CONDUCT 

GOERNER
GROUP

Intelligent packaging needs
responsible people



GOERNER DNA

Programmed for sustainability for generations



International
patent

DO THE WORLD AND HUMANS HAVE A **FUTURE?**

Mother Nature is given credit by many countries on this globe. So far, few have doubted her patience and forbearance. A few hurricanes and earthquakes here and there. Otherwise, there seems to be no limit to the decadence of our fast-paced times.

Reason enough to rethink the principle of careful use of finite resources and finally to ensure their stability and regenerative capacity.

We are convinced that corporate success is no longer measurable in terms of financial profit. Global issues, such as climate change, energy and food security, ever-shrinking economic cycles and demographic change, are transforming the markets and demand patterns and posing major challenges for corporate policy.

You as the customer, supplier, partner, employee and interested public legitimately expect concrete measures and answers from us. For the first time, this Code of Conduct brings together in one document our key basic rules and principles which are absolutely binding for us and our stakeholders. Together we are responsible for our company's impeccable reputation.

And YES... our children and the following generations do have a future. We are working on it together. Every day.

”

Together we
have destiny
in our hands
to turn things
around for the
better.”



Elisabeth Goerner

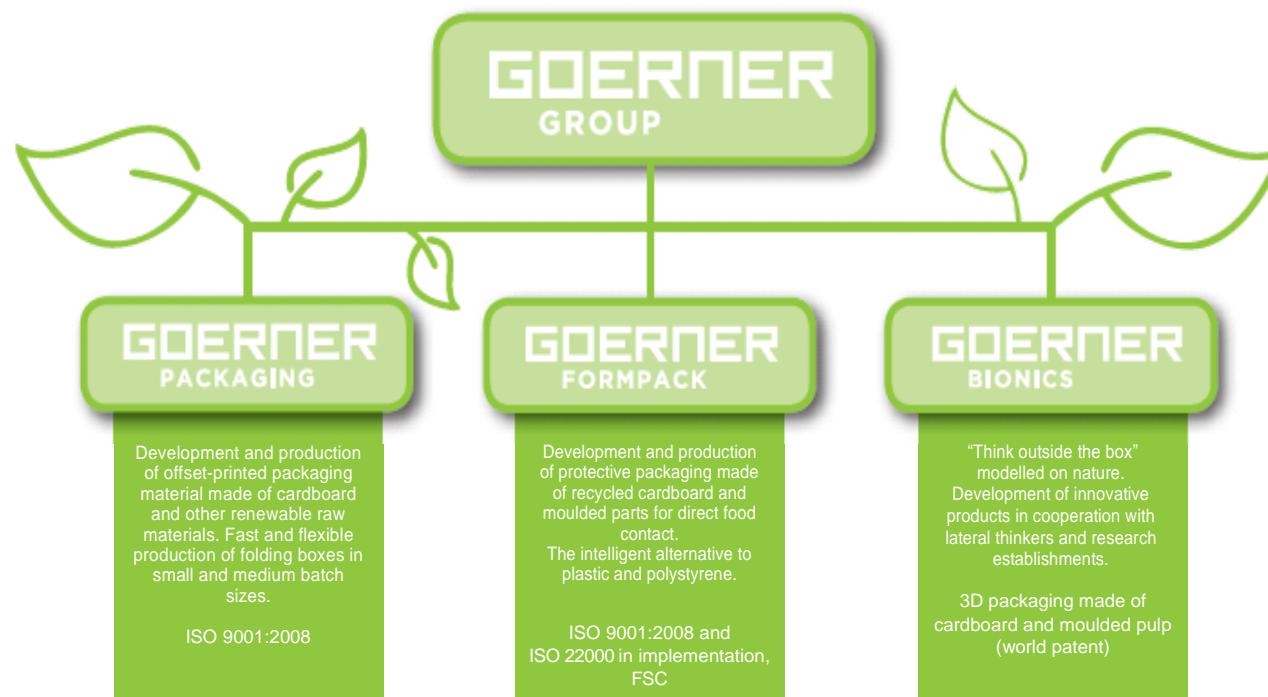
Wilhelm Siller-Goerner

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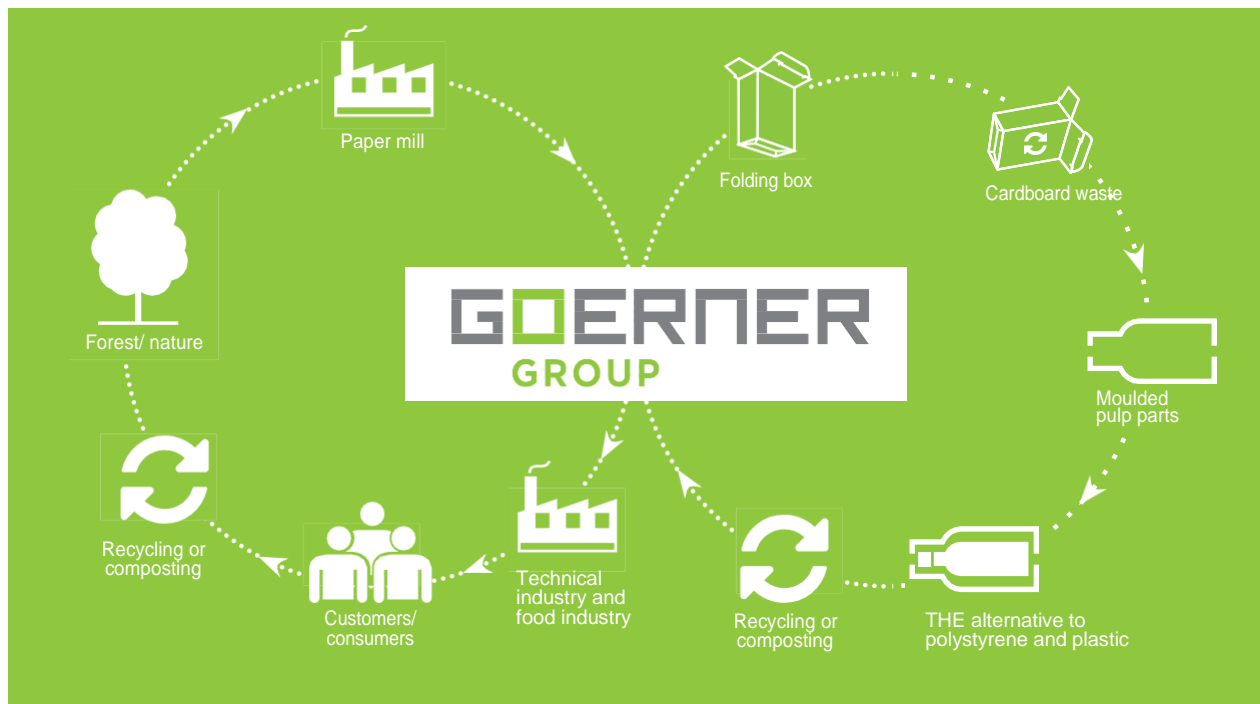
WE SET STANDARDS IN THE MODERN AND SUSTAINABLE **PACKAGING INDUSTRY.**

Reconciling innovation and sustainability drives us forward. We are proud of the fact that this results in products with added ecological, social and economic value. Our perfectly coordinated team consists of many like-minded employees in Austria and Romania. All of them clearly focused on not only identifying trends in the technical industry and food industry but also on shaping them jointly with our clients.



PACKAGING IN THE CYCLE OF NATURE. INNOVATION WITHOUT LIMITS.

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Active measures and viable concepts with respect to the environment and society, the reduction of fossil fuels, CO2 emissions, energy and water consumption, and the recycling of raw materials enable the Goerner Group to fill the term sustainability with respect and high esteem.

COMPLIANCE IS A QUESTION OF ATTITUDE.

Values such as reliability, honesty, credibility and integrity are not just empty phrases for us but permeate our corporate DNA. Compliance is far more than just observing laws and regulations. We always make sure that our values are shared and consistently practised, not just by the management but by all our employees.

Conscious violations of laws and regulations are not accepted under any circumstances, They are scrutinized in detail and cleared up.

CLEAN BUSINESS. CLEAN ENVIRONMENT. RESPECTFUL COOPERATION.

Due to our core competencies, the term “clean” applies to us in several ways. It is also our claim which we pursue very consistently. We would rather forego business than conclude it by disregarding the rules. We share common values and act in the overall interest of the Goerner Group and the environment.

This means that everyone in the company also acts entrepreneurially with confidence, courage and performance-oriented – with the aim of being among the best. Our cooperation is characterized by openness and appreciation.



OUR VISIONS AND OBJECTIVES ARE ALIGNED WITH THE

SDG'S SUSTAINABLE DEVELOPMENT GOALS.

The Global Sustainable Development Goals were accepted and signed by all 193 member states of the United Nations. This is a huge challenge for business, politics, civil society and the media. The Goerner Group will do its part to ensure that as much as possible is done to achieve these goals by 2030. Our defined CSR strategy focuses in particular on goals 3, 4, 8, 9 and 13. We will invest at least 10% of our annual turnover in the research and new development of sustainable packaging; we will reduce energy consumption by 10% to 15% and will promote youth and educational institutions. The Goerner Group continuously reflects on its strategies with the stakeholders and the organizations of respACT (www.respect.at) and demonstrates responsibility (www.verantwortung-zeigen.at).



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DIVERSITY REQUIRES CONSISTENT RULES.

Strict compliance with these rules applies to US and OUR STAKEHOLDERS alike.

COMPLIANCE WITH LAWS

Legally compliant conduct, even taking into account the guidelines of other cultures, is the top priority. Applicable laws, internationally recognized conventions or the United Nations framework specifications are to be observed as a minimum.

REGARD FOR HUMAN DIGNITY

Within the company, the state and society, we see people first and foremost in terms of their dignity and treat employees equally regardless of gender, religion, background, education and age.

DISCRIMINATION

In general and in particular, there is to be no discrimination or difference in treatment on hiring, during employment or termination of employment.

DISCIPLINARY ACTION

We ensure that superiors only take disciplinary action in accordance with applicable law, with respect for human dignity and the requirements for respect and fairness. There must be no form of physical, mental, sexual or verbal abuse or any other form of coercion or intimidation.

SAFETY AND HEALTH

A safe working environment that does not endanger health is the top priority.

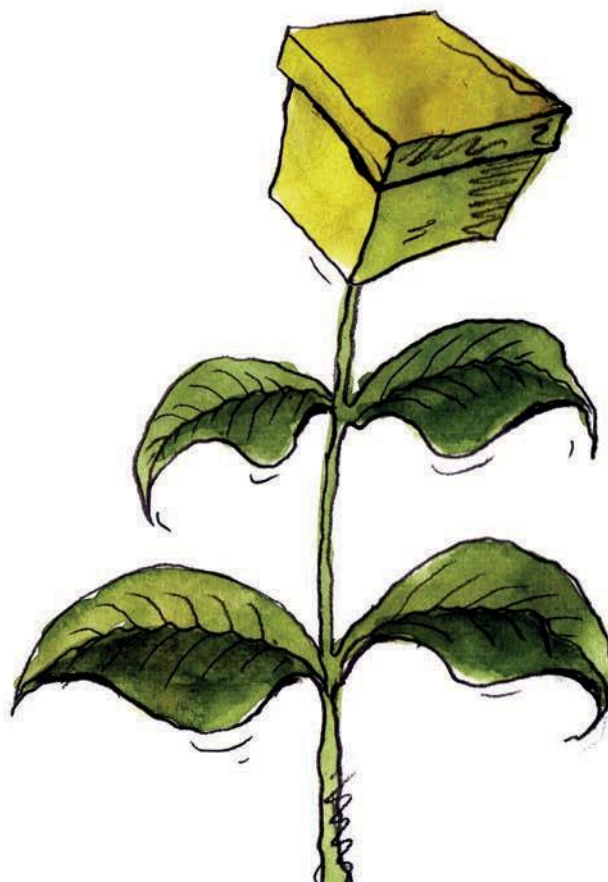
All applicable laws on health and safety at work, hygiene, fire prevention and risk prevention must be complied with and regular training provided.

WORKING CONDITIONS AND PAY

There is an obligation to ensure that employees understand the terms and conditions of employment conditions and that they voluntarily agree to them. It must be ensured that wages and benefits are paid on time, in full compliance with all applicable laws and individual agreements, and that the remuneration is paid in cash, by cheque or online transfer. The average weekly working time, excluding overtime, must not exceed 48 hours. After six consecutive workdays, employees are entitled to at least one day off. Overtime may be worked in cases where overtime is required to meet a short-term requirement of the Goerner Group.

WORK OF CHILDREN AND ADOLESCENTS

The Goerner Group rejects child labour and any form of exploitation of children and adolescents. The minimum age for employment must not be less than 15 years. This excludes internships for pupils who are supported in the development and promotion of a professional perspective in accordance with the requirements of school education.



ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

Every entrepreneurial activity shall take into account the protection of nature and the environment. When developing new products and operating production facilities, we make sure that all the resulting environmental and climate impacts are kept as low as possible. Every employee bears responsibility and contributes to protection of the environment and the climate through their individual conduct.

We ensure that waste water and solid waste from operations, production processes and sanitary facilities are typed, checked, monitored and subjected to the required treatment before discharge or disposal.

It must be ensured that all necessary environmental permits, approvals and registrations are obtained and are up to date. All requirements regarding notification and reporting must be followed.

SOCIAL COMMITMENT

Entrepreneurial action means future-oriented action.

As a family business, the Goerner Group has been aware of its obligations since it was founded. We see our commitment not only in the areas of customer focus, employees, the environment and along the value chain, but as a holistic approach for our fellow human beings. It is particularly important to us to actively promote non-profit organizations and support social projects, projects in research and science as well as education and training.

We expect our business partners to contribute to the social and economic development of the country or region in which they operate and to facilitate and encourage appropriate voluntary activities by employees.

DATA PROTECTION

Digital media are becoming increasingly important. We affirm that the data available to us are used exclusively for our communication with customers. Data will not be passed on to third parties and all personal rights of the dialogue partners are respected

All parties involved must adhere strictly to the General Data Protection Regulation.
A dedicated data protection officer is responsible for its compliance and implementation.

CORRUPTION

The Goerner Group refuses to offer or grant undue advantages to third parties and expects business partners and their employees not to offer such benefits to employees of the Goerner Group or their relatives. Any form of corruption or bribery is prohibited.

SUPPLIERS, SERVICE PROVIDERS AND SUBCONTRACTORS

The Goerner Group expects suppliers, service providers and their subcontractors to adhere to the principles and guidelines set out here and expects direct business partners to base their own conduct on these principles and to subject it to continuous evaluation and improvement processes.



DECLARATION ON COMPLIANCE WITH THE GOERNER GROUP **CODE OF CONDUCT:**

Company: _____

Contact: _____

Position: _____

Date: _____

Place: _____

Signature: _____

We undertake to comply with all applicable local and national laws and regulations. These represent the minimum standard for the Goerner Group and all partners and suppliers. In countries or certain situations where no applicable law or regulation exists for certain activities or actions, the Goerner Group expects its partners and suppliers to observe and comply with the principles of this Code.

Suppliers and partners are highly valued stakeholder groups and make an important contribution to the success of the Goerner Group. This relationship is characterized by honesty and fairness and we undertake to work together well for responsible and sustainable management in accordance with the standards described in this Code.