

Code of conduct

As a global company, compliance with international laws, regulations and guidelines is a matter of course for us. Below are the guidelines for our Code of Conduct.

1. Compliance with laws, regulations and policies

ROSE Systemtechnik GmbH expects all employees to comply with the applicable laws and guidelines in their daily work. It also ensures compliance: antitrust and competition laws and fair business practices, and transparent, law-compliant financial accounting and reporting. Corruption, bribery and donations to parties are absolutely not tolerated.

2. Human and employee rights

We respect internationally recognized human rights and support their observance. ROSE Systemtechnik GmbH strictly rejects any form of child and forced labor. All employees have a right to fair remuneration; this is recognized by ROSE Systemtechnik GmbH. Remuneration and other benefits are at least equal to the respective national and local legal standards or the level of national economic sectors and regions.

3. Occupational health and safety

Every executive is obliged to support employees in the perception of their responsibility: ROSE Systemtechnik GmbH not only pays attention to the quality of their products, but also to the occupational safety and health protection of every employee. All operations are designed - already in the planning phase - taking into account occupational health and safety. Each employee is required to adhere to and enforce health and safety regulations in their immediate work environment.

4. Privacy

We only collect or process personal data if this is absolutely necessary or legally required to fulfill the respective work task. No personal data may be collected or processed without the consent of the data subject or legal admissibility.

5. Business Partners

ROSE Systemtechnik promotes the principles of equal treatment in the selection of business partners. Compliance with the Code of Conduct is promoted at the supplier and in additional value chains - in the respective scope of the applicable environment.

All employees can report violations to their supervisor or the next higher management level, in case of doubt directly to the CEO of the group. Significant violations are detected: In addition to criminal law, they can also have disciplinary consequences or even the loss of employment status.

Porta Westfalica, 13 July 2021



Dr. Heinz Werner Rixen
Managing Director