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Code of Conduct– Ethics, Human Rights and Social Standards

1. Preamble

The Alfred Galke GmbH is an importer/exporter and processor of plant-based raw materials, herbs and spices.

As a medium-sized company, we bear responsibility towards our employees, business partners, customers and society. This Code of Conduct describes the fundamental values and principles that guide our actions. It serves as a guide for our customers and expresses our commitment to ethical behavior, human rights, and social responsibility.

2. Ethical conduct and integrity

We are committed to honest, transparent and responsible actions in all business relationships. We conduct our business with fairness, respect and integrity. Bribery, corruption or unfair business practices will not be tolerated. We pay attention to responsible use of resources and strive for sustainable business practices.

3. Respect for human rights

We respect and promote internationally recognized human rights in accordance with the United Nations Universal Declaration of Human Rights.

We strictly reject forced labor, child labor, and discrimination. We are committed to ensuring safe and fair working conditions for all our employees. We respect the personal dignity, privacy and rights of each individual.

4. Social responsibility and working conditions

We guarantee fair pay and comply with all applicable labor laws. Health and safety in the workplace are our top priorities. We promote equal treatment, diversity and mutual respect within our company.

5. Environmental and resource protection

As a company that works with natural raw materials, we have a special responsibility to protect the environment. We strive to continuously reduce our environmental impact. We pay attention to sustainable procurement and efficient use of resources - as far as this is within our sphere of influence.

6. Supply chain responsibility

We are aware that our supply chain is complex and international. We carefully select our suppliers and prefer partners who share similar ethical and social values. It is not possible for us to comprehensively monitor or review all social and ethical standards at our suppliers. We rely on long-term, trusting relationships and dialogue with our partners to promote awareness and improvements in the areas of sustainability and human rights.

7. Implementation and Communication

This code of conduct is made known to all employees and business partners. Our customers should know that we are committed to these principles and are continuously working to implement and improve them. We communicate these standards to our suppliers as a recommendation.

8. Final remark

With this code, we reaffirm our commitment to ethical, responsible, and sustainable business practices. We are convinced that long-term success is only possible on the basis of trust, fairness, and social responsibility.

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